



Mapping Alabama's Future

Continuation of "LMI Tools You Can Use"

Labor Supply in Alabama

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*The Alabama Department of
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Labor Market Information Division

In partnership with

National Association of State Workforce Agencies (NASWA)
National Center on Education & The Economy (NCEE)
Advanced Workforce Systems

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Written by James Vollman

April 2007

Alabama Department of Industrial Relations
Labor Market Information Division
649 Monroe Street, Room 4427
Montgomery, AL 36131
Phone: (334) 242-8855
Fax: (334) 242-2543

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The Headlines

In the 1st quarter of 2006, over 506,000 workers are readily available in Alabama to enter new jobs – over 6 times the number officially listed as unemployed

Even in areas with very low unemployment there is a substantial pool of workers that are on the move to new jobs each quarter.

There is a continuum of stability. Utilities, education and public administration anchor the stable end; restaurants and temporary help agencies are the revolving door end.

Young workers represent a disproportionate share of the “post it note” employees –those on the move.

They are concentrated in industries which are traditional first jobs.

There is a “food chain” of stability that is related to earnings, age of the workforce and perceived viability of the industry. After the volatile youth period, relative earnings within the sector tend to track with workforce stability.

Those entering the labor from education add a small portion to the much larger churn of existing workers.

There is a supply of labor on the sidelines that is actually larger than the number listed as officially unemployed. Ironically, the lower the unemployment rate the more likely these workers will come off the sidelines and enter the labor force.

Generally, the more highly educated/skilled the worker the more stable they are.

Alabama Labor Supply

Introduction

As a continuation of the Alabama Department of Industrial Relations, Labor Market Information Division training series entitled, “Mapping Alabama’s Future, LMI Tools You can Use,” the LMI division has initiated a study on labor supply in Alabama. It seeks to answer the basic question of “where are the workers?” The report was prepared for the Alabama Department of Industrial Relations through a partnership with the National Association of State Workforce Agencies (NASWA), the National Center on Education and the Economy (NCEE) and Advanced Workforce Systems. The principal author is James Vollman, former Associate Assistant Secretary, US Department of Labor.

Traditionally, the unemployment rate has served as a convenient proxy for labor availability. Low rates of unemployment, like those being experienced by Alabama, have been equated with tightness in the labor market. That tightness makes the task of encouraging new businesses to locate within the State more difficult because of the perception that there “are no available workers.”

This report seeks to dispel that notion that low unemployment automatically equals “no workers available to hire” by looking more closely at the dynamics of the labor market through three lenses – the constant churn of workers between jobs, the steady flow of new entrants from the educational system and the potential workers who are sitting on the sidelines.

We used data from publicly available administrative records and regularly conducted government surveys exclusively so that the basic findings of this report can be updated on a regular basis. To look at churn, we used the data generated by the Local Employment Dynamics (LED) program, a joint effort of the US Census Bureau and more than 45 State labor market information agencies. LED allows us to view the transactions within the labor market over time using the wage record reporting done by nearly all businesses in a State married with demographic data (age, gender and residence location) drawn from Census records and those made available to Census from other federal agencies. The most recent LED data is from the 1st Quarter of 2006 (which we used for this study).

To look at the supply from education completers, we used data reported to the US Department of Education through the IPEDS system. That data source describes the numbers of individuals completing (graduating) a particular program of instruction. IPEDS data is traditionally reported based on the institution providing the instruction. Because we recognize that nearly all educated workers are highly mobile, we report this education completer data on a statewide basis only. We know that not all students educated in Alabama will stay in Alabama; but we also know that Alabama’s strong economy will probably attract a net influx of new college graduates. We are developing a separate appendix based on county of residence data for completers from public institutions which will be available to make some estimates of local talent availability. The most recent IPEDS data is from 2005.

To look at the supply on the sidelines, we analyzed the labor participation rate using Census population numbers and State generated employment and labor force numbers. We made adjustments in these numbers to account for institutionalized and military populations that would be counted in the population totals but not available for work.

While much of the data is reported for “industries,” workers are generally hired into occupations. We translated the churn and the education data into an estimate of availability for each occupation. We report estimates for individual occupations in an appendix; however, we believe that it is more instructive to look at aggregated data. We provide two types of aggregation of these occupational estimates – aggregation into 22 job families representing the major groups with the Standard Occupational Coding (SOC) system, and aggregation into 21 “clusters” based on Occupational Supply and Demand System developed by Georgia State University. Industry employment (or separations) was distributed to the individual occupations using the 3 digit NAICS code national staffing patterns produced by the US Bureau of Labor Statistics.

The report is structured into three sections: 1) narrative descriptions of the statewide findings grouped under a series of “headlines,” 2) tabular and graphic displays of the data that support the statewide narrative, 3) a brief look at the occupational distribution of the labor supply, and 4) narrative and data for each of the 12 Workforce Investment Areas in the State of Alabama.

We also have three appendices: A) a description of data sources and methodology, B) a detailed analysis of the occupational mix within the large separator group, C) details of the occupational clustering system used for some of the analysis and D) the industry distribution of employment, separations, and new hires statewide and within each of the twelve regions.

Section 1 – The Narrative

Over 506,000 workers are readily available in Alabama to enter new jobs – over 6 times the number officially listed as unemployed

Alabama has an enviable economy. Textile related manufacturing is being quickly replaced by high-paying jobs in motor vehicle manufacturing. Statewide, unemployment now hovers just above 3% with many Alabama counties experiencing unemployment approaching 2%. Most states would quickly trade their economies for Alabama's.

But even such an enviable position has some problems. Some site selection firms have begun to shy away from sections of Alabama because they fear that unemployment is so low that no workers will be found to fill jobs that the new facility would create. That fear is based on a misunderstanding of labor market dynamics that equates low unemployment with low availability of workers for new jobs.

In the 1st quarter of 2006, when the official unemployment rate was 3.4% and the number officially listed as unemployed averaged 75,000, nearly 506,000 workers were available to be hired into new jobs. That is more than 6 times the number officially listed as unemployed and over 7.5 times the number who actually applied for unemployment benefits during that quarter.

Because the differences are so stark, it will be useful to deconstruct this available labor supply to see its various sources. The balance of this report will explore in great detail each source and make estimates of not only overall supply but the supply in various regions and the supply of labor in particular occupational groupings.

The elements of the labor supply in the 1st quarter of 2006 for Alabama were approximately as follows:

Job Changers (re-employed in the quarter)	334,000
Laid off, unemployed and collecting UI benefits	23,000
Others recently separated but not receiving UI Benefits	20,000
Those entering the labor force for the first time	5,000
Those reentering the labor force after a absence	25,000
Those on the sidelines but readily available	99,500
Total	506,000

Alabama businesses have a very large pool of workers available for recruitment. Hiring businesses are not just chasing the 3% that are officially listed as unemployed but an overall pool that is many times larger. The basic message to businesses thinking of moving to Alabama or expanding their existing facilities is: **“If you build it, the workers will come.”** Many will be moving directly from other jobs to a better opportunity. Some will start the new job after a brief spell of unemployment. Others will come off the sidelines either for their first jobs or rejoining the labor market after a substantial period of absence (parents rejoining after children leave home, those with disabilities rejoining after rehabilitation, retirees seeking supplemental income or an end to

boredom). Still others will be waiting on the sidelines, interested in working but not yet drawn into the active labor force.

Businesses offering the right kinds of employment will find a ready pool of Alabama workers waiting to apply.

Even in areas with very low unemployment there is a substantial pool of workers that move to new jobs each quarter.

Each quarter, over 377,000 Alabama workers separate from their current employers with over 85% landing a job with a new employer that same quarter. That represents 18.2% of the active labor force moving from an old job to a new job in just the 1st quarter of 2006. By contrast, between 50-65,000 workers apply for unemployment benefits in a typical quarter. Those moving from job to job outnumber those passing through the unemployment office six to one.

Traditional employment/unemployment statistics will divide the world into just those two camps. A more productive way to look at the truly dynamic US/Alabama labor market is to divide the labor force into three parts – the unemployed, the loosely employed and the solidly employed. The difference between the two groups of employed individuals is their attachment to a particular job. An analogy might be helpful.

The job-to-job movers might be seen as “post-it note” employees. They stick but not too tight -- they can be easily moved from one job or one industry to another. While statistics always like to draw bright lines, the reality of the labor market is more of a continuum. An employee’s “stickiness” will depend on a number of factors (explored in detail by the Alabama Underemployment Study) that will move the adhesive quality from post-it note to super glue.

The overall findings of this supply analysis tend to confirm the message of the Underemployment Study (See www2.dir.state.al.us/WIA%20UndE%20finalreport.pdf for a copy of the entire report). There is a substantial supply of workers that will move to new jobs and will come into the labor force for the right opportunities. This labor supply study approached the issue of labor availability from the perspective of who was actually moving from job to job and who might be available to move into the labor force from the sidelines (based on historic patterns of labor participation). It did not, as the Underemployment Study did, seek to answer why movement was taking place. It simply cataloged the supply. Despite the difference in approach, the supply estimates from the two approaches are remarkably similar. The Underemployment Study found that 24% of Alabamians would change jobs for a better opportunity. This labor supply study found that 18.2% actually did change jobs during the 1st quarter of 2006 alone. The overall supply estimate from this study of about 27.9% of the current employment base is likewise consistent with the message of the Underemployment Study.

The simple message – even when stated unemployment is low, movement between jobs is strong. The keys to stimulating that move will be found in great detail in the Alabama Underemployment Study

There is a continuum of stability. Utilities, education and public administration anchor the stable end; restaurants and temporary help agencies are the revolving door end.

Stickiness is driven by factors within the individual and within industries. Job movement is not uniform within the Alabama economy but varies considerably from industry to industry. In terms of sectors (large groupings of industries), utilities, education and government have churn that is under 10% per quarter. The average churn for all Alabama industries is over 20% per quarter. The revolving door industries on the other end of the spectrum are restaurants/food service and temporary help agencies with over 45% churn each quarter.

Looking below the major sector level, we can see several other highly stable Alabama industries with churn under 10%:

- Oil and Gas Extraction
- Paper Manufacturing
- Petroleum and Coal Products Manufacturing
- Chemical Manufacturing
- Oil and Gas Extraction
- Lessors of Intangible Assets
- Pipeline Transportation
- Scenic and Sightseeing Transportation
- Primary Metal Manufacturing
- Beverage and Tobacco Product Manufacturing
- Funds, Trusts and Other Financial Management
- Transportation Equipment Manufacturing
- Securities, Commodity Contracts and Other Financial Investments
- Credit Intermediaries

There are also several industries with churn between 10-15%:

- Computer and Electronic Product Manufacturing
- Electrical Equipment Manufacturing
- Textile Product Mills
- Other Mining
- Plastics and Rubber Products Manufacturing
- Printing and Related Support Activities
- Nonmetallic Mineral Product Manufacturing
- Machinery Manufacturing
- Merchant Wholesalers, Durable Goods
- Wholesale Electronic Markets and Agents and Brokers
- Air Transportation
- Transit and Ground Passenger Transportation
- Publishing Industries (except Internet)
- Broadcasting (except Internet)
- Telecommunications

- Couriers and Messengers
- Other Information Services
- Insurance Carriers and Related Activities
- Museums, Historical Sites and Similar Institutions
- Ambulatory Health Care Services
- Hospitals
- Fabricated Metal Product Manufacturing

The low churn industries share several characteristics: higher than average skill requirements, higher than average wages (particularly as measured against sector peers) and a perception of stability and/or growth. The major exceptions are textile product mills which have relatively low wages and have been shrinking for a long time. In this industry and (the two related textile industries), there is significant regional variation with mills that are operating having relatively little churn and those regions where the mills are closing seeing large degrees of separation with hiring taking place in other industries. While it is always disruptive to towns and individuals, the decline of the textile-related industry in Alabama has allowed for the freeing of labor for higher skilled and higher paying manufacturing jobs in the electrical, electronic and transportation equipment manufacturing segments.

At the other end of the spectrum are several industries with churn in excess of 25% but less than 45%: (note that temporary help agencies and food and drinking establishments have quarterly churn in excess of 45%)

- Mining Support Activities
- Construction of Building
- Heavy and Civil Engineering Construction
- Specialty Trade Contractors
- Food and Beverage Stores
- Gasoline Stations
- Clothing and Clothing Accessory Stores
- Motion Picture and Sound Recording Industries
- Waste Management
- Furniture and Home Furnishings Stores
- Miscellaneous Store Retailers
- Accommodations
- Agriculture
- Sporting Goods, Hobby, Music and Book Stores
- Leather and Related Product Manufacturing

The reasons for the high volatility in these industries vary. Several are seasonal or semi-seasonal – construction, accommodations, clothing and accessory stores. Others are more project related activities that often see the labor force moving from one employer to another with the same or similar industries – mining support, motion picture and sound recording, and temporary help. Still others (retail, eating and drinking establishments) employ the most volatile group of workers –

those under 25 – and have increased overall volatility because of the rapid turnover of this youth cohort. With the exception of the mining and construction industries, the bulk of the high velocity industries are also relatively low paying industries.

There is a continuum of employment stability that depends on the age of the workforce, the relative pay of the workers and perception among the workers about the industry's current and future prospects.

Young workers represent a disproportionate share of the “post it note” employees. They are concentrated in industries which are traditional first jobs.

Young workers (those under the age of 25) represent less than 17% of the total Alabama labor force but over 40% of the churn, the post-it-note employees. These 300,000 workers move between jobs at over 2.5 times the rate of their older peers. Nearly 60% of all young workers are on the move each quarter. This volatility is driven by a variety of factors including the seasonality of the jobs, the movement from temporary/during school jobs and post school jobs, the natural wanderlust of youth, and the youth orientation of some industries.

Young workers are dominant in a number of Alabama industries where they represent more than 25% of the workforce. Those industries also tend to show a high degree of employment volatility. The following is a list of those industries with 25% or more of their workers under the age of 25. Those with highlighting are industries with quarterly churn in excess of 25%.

- Electronics and Appliance Stores
- Food and Beverage Stores
- Home and Personal Care Stores
- Clothing and Clothing Accessories Stores
- Sporting Goods, Hobby, Book and Music Stores
- General Merchandise Stores
- Motion Picture and Sound Recording Industries
- Amusement, Gambling, and Recreation Industries
- Food Services and Drinking Places

Retailers are heavily represented on the list but not all retailers appear. There appears to be a high degree of correlation between youth oriented products (electronics, clothing, sporting goods, music, and personal care items) and the types of retailers that draw a young workforce. Perhaps the attraction and the volatility are related to an employee benefit that is common in those industries – the employee discount. The discount draws the young person in need of a new sound system to the electronics store one quarter and then draws them to the clothing store the next in search of a new wardrobe.

On the flip side, there is a considerable overlap between industries that employ relatively few young workers and those with low volatility. The following industries have fewer than 10% of their workers under the age of 25 (compared to an overall participation of nearly 15%). Those with highlighting also are industries with very low volatility (less than 15% churn).

- Mining (not Oil and Gas)
- Utilities
- Textile Mills
- Paper Manufacturing
- Printing and Related Support Activities
- Petroleum and Coal Products Manufacturing
- Chemical Manufacturing
- Nonmetallic Mineral Product Manufacturing
- Primary Metal Manufacturing
- Fabricated Metal Products Manufacturing
- Publishing Industries (except Internet)
- Plastic and Rubber Products Manufacturing
- Machinery Manufacturing
- Computer and Electronic Product Manufacturing
- Electrical Equipment, Appliance, and Component Manufacturing
- Transportation Equipment Manufacturing
- Wholesale Electronic Markets and Agents and Brokers
- Truck Transportation
- Textile Mills
- Transportation Support Activities
- Real Estate
- Leather and Allied Product Manufacturing
- Transit and Ground Passenger Transportation
- Pipeline Transportation
- Internet Publishing and Broadcasting
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Merchant Wholesalers, Durable Goods
- Telecommunications
- Insurance Carriers and Related Activities
- Funds, Trusts, and Other Financial Vehicles
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Educational Services
- Ambulatory Health Care Services
- Hospitals
- Public Administration

These industries tend to provide higher than average earnings for their overall workforce. That may reflect a generally better educated workforce (e.g. education services, health care, public administration) or a more highly skilled workforce in the manufacturing area.

Young workers represent a very large fraction of the overall volatility in the Alabama labor market. They also represent a very large source of supply for those companies who need workers and can provide the sense of growth/stability and compensation package that leads to on-going worker retention.

Those entering the labor force from education add a small portion to the much larger churn of existing workers.

In 2004-05 school year, over 53,000 Alabamans received a degree or a certificate from a higher education institution within the State – an average of 13,000 per quarter with a surge in the 2nd quarter, the time of traditional graduation. Some of those entered the labor market for the first time. Others moved from their college job as a lab assistant or bartender to their first “career” job. Still others stayed with their same employers but picked up a raise or a promotion based on their new education.

The number of truly new workers from among these new graduates is very small when compared with the churn of workers leaving one job to enter a new one. There are certain occupational groups where the flow of new graduates represents a sizeable potential addition to the supply of workers available. While the graduates represent just 3% of the overall employment base, they have the potential to add considerably to the skilled/educated labor pool in certain job families and to add very little to others. If you eliminate the large blocks of occupations where post-high school education is not the norm (more than two thirds of all employment), the relative percentage of recently graduated workers jumps to 9% of the employment base. Newly graduated workers make up more than 10% of the employment base in three occupational groups – business operations and financial services, community and social services, and health care professionals. These new graduates make up over 15% of the employment base in two additional categories – physical, social and life sciences, and artistic and creative occupations.

It is important to note that the distributions to occupational groups are approximate for a number of reasons. First, a number of degrees (e.g. liberal arts, psychology) do not have a set career path. Second, even degrees like computer science or engineering which appear to have a logical career path do not require the graduates to work in their fields. Finally, not all Alabama graduates will work in Alabama; and graduates from other States will come to Alabama to work attracted by the strong Alabama economy.

There is a supply of labor on the sidelines. Ironically, the lower the unemployment rate the more likely these workers will come off the sidelines.

There is always a supply of labor on the sidelines waiting for the right opportunity to take the field. Custodial parents who want to return to work after the children leave home, individuals living in rural communities with limited local job prospects, mothers of school-aged children looking for the right part time job are all part of that sideline pool.

The official way to measure this sideline group is in terms of a labor participation rate. That rate looks at the percentage of the working age population that is either employed or actively looking for work. Alabama traditionally has a labor participation rate that is below the national

average. Even at the peak of the economic boom in the late 1990's, under 65% of working age Alabamans were part of the labor force. Nationally, at the same time over 67% of all working age Americans were part of the labor force.

The gap between the Alabama's labor participation rate and the national average fluctuates between 2% and 3.5%. In 2005, it stood at 3.2% or 110,000 workers. The gap between Alabama's 1st quarter 2006 rate and its peak in 2000 stood at 2.9% or about 99,000 workers. As the Alabama economy has heated, these "potential" workers have moved from the sidelines into the labor pool.

There are workers on the sidelines, not counted among the officially unemployed, that can be and are often drawn into the active labor market. That occurs most often when official unemployment is low. At those times, there may be the assumption that because nearly everyone has a job, anyone can get a job.

Generally, the more highly educated/skilled the worker the more stable they are.

There is a churn in nearly every occupation in the Alabama economy every quarter. But the level of churn varies significantly among the clusters of occupations that are traditionally used for analysis.

Using the job families/major groups from the Standard Occupational Code (SOC) system, the most volatile family is food service workers at over 47% turnover in the 1st quarter of 2006. Rounding out the high volatility group are building and grounds maintenance (38%), construction and mining (30%), and three groups – personal service, sales, and agricultural workers – clustered at 27%

Anchoring the stable end of the SOC groups are education and library workers (11.4%). Rounding out the relatively stable group are science workers (14%), architects and engineers (14%), health care professionals and technicians (15%), lawyers and related workers (16%), computer and math workers and productions workers (17%).

In linking the labor supply and the flow of graduates from the college and university systems, we used another occupational clustering system that shows similar results.

At the high volatility end stands food service and hospitality workers (39%). Construction workers (28%), sales personnel (25%), agricultural workers (26%), and personal service workers (24%) round out the high end. Government and Social Services workers at 8% anchor the stable end of the spectrum at 13%. They are followed science and math workers (10%), medical professionals (13%), architects and engineers (14%), medical technicians (15%), manufacturing workers both skilled and general (17%) and management and professional and technical business services also at 17%.

In either way of slicing up the occupational pie, there are few surprises. The relative stability of health care professions does seem to run counter to the pages and pages of help wanted ads each Sunday, but perhaps that simply reflects the technical and often specialized nature of each

job requiring more ad copy and allowing fewer instances where the hospital or clinics need several of the same type of worker. The fact that production occupations showed up on the stable end of the spectrum may also be a surprise with the constant headlines about mills closing and the steady loss of manufacturing jobs. Yet, some of the most stable industries, in terms of employment churn, are in manufacturing, particularly those industries paying high wages and those which have been growing. It is useful to recall that several manufacturing industries have churn under 10%.

There is a spectrum of volatility among occupations that is driven by two factors: the underlying stability of the firms where the particular occupations are clustered and the relative skill/education of the workers themselves.

Section 2 – The Statewide Details

Overview and Some Notes on the Data

This section is designed to flesh out the data behind the headlines and the narrative in the prior section. We will use as an organizing principle the elements of the over 506,000 individuals that make up the Alabama labor supply in the 1st quarter of 2006. To the extent possible, we will provide detailed looks at each of the major groupings that make up that supply. Specifically, we will look at the industry and regional detail behind the largest group – those leaving one place of employment and either moving directly to another or waiting in “active inventory” as an unemployed worker. Next, we will look in greater detail at all the unemployed at both the regional and the county level. Then, we will look at those waiting on the sidelines at the regional level. Finally, we will look in greater detail at those graduating from Alabama colleges and universities.

For details on how each of the data elements was created, please refer to Appendix A. We will attempt to tackle each major element of the labor supply puzzle in turn. The first element we will look at is the separator data which represents the largest fraction of the “available” labor supply in Alabama and the element that gets the least public attention. We will look at the different patterns of separation by industry and the different patterns by regions.

Next we will look at the unemployed at the statewide level and within the regions. We will then turn to those on the sidelines and provide regional detail and some alternate estimates based on different assumptions. We will then turn to those with newly minted education credentials providing a general sense of how they might be distributed through the various occupations. Finally, we will look at an estimate of the occupational distribution of the separator data using a couple of clustering techniques and displaying the data for individual occupations.

Separators

Industry Distribution of Separators – 1st Quarter 2006

The following table will show both the number of separators within each of Alabama’s 3 digit industries for the 1st quarter of 2006 as reported in LED. You will note that both agriculture and public administration are reported effectively at the 2 digit level. The reason is simple. Even at the national level, 3 digit industry staffing patterns were not available for all of the sub industries in these two sectors. Display of the 2 digit results, while not ideal, allows for a more complete picture. Across all industries, an average of 20.6% of the workforce will separate from their current employer (over 378,000 individuals in an employed payroll workforce of 1.83 million workers). We have highlighted in **green/light shading** the industries with separation rates substantially below average and have highlighted in **red/dark shading** industries with separation that is substantially above average. We have included the average monthly wage for the industry (combining all occupations) for comparison purposes. The statewide average monthly wage is just over \$2,975. You will note a significant correlation between high wages and low separation rates; however, that correlation is far from universal. Often the correlation is within the broad sector and is related to relative wage levels within the sector rather than the economy as a whole.

Industries	NAICS 3 -- Separators as % of Employment	Statewide Number of Separators	Statewide Percentage	Average Monthly Wages
119	Agriculture (all 3 digits combined)	3,860	29.5%	\$ 2,553.00
211	Oil and Gas Extraction	39	6.7%	\$ 5,876.00
212	Mining (not Oil and Gas)	692	10.4%	\$ 4,731.00
213	Mining Support Activities	328	35.3%	\$ 3,965.00
221	Utilities	1,025	5.4%	\$ 4,857.00
236	Construction of Building	8,787	31.0%	\$ 3,338.00
237	Heavy and Civil Engineering Construction	4,728	26.8%	\$ 3,346.00
238	Specialty Trade Contractors	13,883	30.4%	\$ 2,876.00
311	Food Manufacturing	5,506	17.3%	\$ 2,257.00
312	Beverage and Tobacco Product Manufacturing	282	9.3%	\$ 3,298.00
313	Textile Mills	2,076	17.8%	\$ 2,593.00
314	Textile Product Mills	1,192	11.0%	\$ 1,988.00
315	Apparel Manufacturing	3,143	22.6%	\$ 2,263.00
316	Leather and Allied Product Manufacturing	36	29.8%	\$ 1,846.00
321	Wood Product Manufacturing	4,166	19.8%	\$ 2,819.00
322	Paper Manufacturing	807	6.1%	\$ 4,803.00
323	Printing and Related Support Activities	644	10.9%	\$ 3,293.00
324	Petroleum and Coal Products Manufacturing	107	5.3%	\$ 4,622.00
325	Chemical Manufacturing	617	6.6%	\$ 4,863.00
326	Plastics and Rubber Products Manufacturing	2,002	14.0%	\$ 3,022.00
327	Nonmetallic Mineral Product Manufacturing	1,051	11.6%	\$ 3,634.00
331	Primary Metal Manufacturing	1,507	7.9%	\$ 4,297.00
332	Fabricated Metal Product Manufacturing	4,212	14.6%	\$ 3,279.00
333	Machinery Manufacturing	1,380	10.0%	\$ 3,509.00
334	Computer and Electronic Product Manufacturing	2,522	15.6%	\$ 3,873.00
335	Electrical Equipment and Component Manufacturing	837	12.5%	\$ 3,717.00
336	Transportation Equipment Manufacturing	5,020	9.6%	\$ 4,479.00
337	Furniture and Related Product Manufacturing	3,782	23.7%	\$ 2,529.00
339	Miscellaneous Manufacturing	1,149	15.1%	\$ 2,637.00
423	Merchant Wholesalers, Durable Goods	4,621	11.1%	\$ 3,835.00
424	Merchant Wholesalers, Nondurable Goods	3,709	14.2%	\$ 3,553.00
425	Wholesale Electronic Markets and Brokers	1,646	14.2%	\$ 4,982.00
441	Motor Vehicle and Parts Dealers	5,805	18.1%	\$ 3,186.00
442	Furniture and Home Furnishings Stores	2,466	25.8%	\$ 2,287.00
443	Electronics and Appliance Stores	1,244	21.6%	\$ 2,714.00
444	Building and Garden Supply Stores	3,231	16.7%	\$ 2,392.00
445	Food and Beverage Stores	9,094	27.1%	\$ 1,639.00

Industries	NAICS 3 -- Separators as % of Employment	Statewide Number of Separators	Statewide Percentage	Average Monthly Wages
446	Home and Personal Care Stores	2,501	17.2%	\$ 2,634.00
447	Gasoline Stations	7,590	43.0%	\$ 1,580.00
448	Clothing and Clothing Accessories Stores	7,304	37.0%	\$ 1,463.00
451	Sporting Goods, Hobby, Book and Music Stores	2,559	29.3%	\$ 1,774.00
452	General Merchandise Stores	15,564	24.2%	\$ 1,710.00
453	Miscellaneous Store Retailers	3,217	27.4%	\$ 1,834.00
454	Non-store Retailers	597	15.1%	\$ 2,575.00
481	Air Transportation	123	12.1%	\$ 2,760.00
482	Rail Transportation	0		
483	Water Transportation	109	22.9%	\$ 4,503.00
484	Truck Transportation	5,964	20.4%	\$ 3,239.00
485	Transit and Ground Passenger Transportation	580	10.6%	\$ 2,145.00
486	Pipeline Transportation	47	7.5%	\$ 5,467.00
487	Scenic and Sightseeing Transportation	3	7.9%	\$ 2,004.00
488	Transportation Support Activities	1,186	16.7%	\$ 3,452.00
491	Postal Service	3	16.7%	\$ 2,394.00
492	Couriers and Messengers	679	13.4%	\$ 3,112.00
493	Warehousing and Storage	1,208	16.2%	\$ 2,363.00
511	Publishing Industries (except Internet)	907	13.0%	\$ 3,573.00
512	Motion Picture and Sound Recording Industries	738	37.6%	\$ 1,399.00
515	Broadcasting (except Internet)	558	11.5%	\$ 3,442.00
516	Internet Publishing and Broadcasting	29	19.1%	\$ 3,163.00
517	Telecommunications	1,913	12.9%	\$ 4,364.00
518	Internet Service Providers and Data Processing Services	250	15.0%	\$ 4,021.00
519	Other Information Services	95	11.0%	\$ 1,718.00
521	Monetary Authorities -- Central Banks	0		
522	Credit Intermediation and Related Activities	4,336	9.6%	\$ 3,614.00
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	343	8.9%	\$ 6,493.00
524	Insurance Carriers and Related Activities	3,087	12.3%	\$ 4,141.00
525	Funds, Trusts, and Other Financial Vehicles	17	8.9%	\$ 4,952.00
531	Real Estate	2,775	16.8%	\$ 2,766.00
532	Rental and Leasing Services	2,290	23.0%	\$ 2,641.00
533	Lessors of Nonfinancial Intangible Assets	10	7.4%	\$ 4,802.00
541	Professional, Scientific, and Technical Services	14,783	15.8%	\$ 4,465.00
551	Management of Companies and Enterprises	2,125	15.0%	\$ 3,755.00
561	Administrative and Support Services	56,639	54.0%	\$ 1,928.00
562	Waste Management and Remediation Services	916	25.3%	\$ 3,265.00
611	Educational Services	9,915	6.3%	\$ 2,753.00

Industries	NAICS 3 -- Separators as % of Employment	Statewide Number of Separators	Statewide Percentage	Average Monthly Wages
621	Ambulatory Health Care Services	9,925	13.2%	\$ 3,680.00
622	Hospitals	9,027	11.7%	\$ 3,120.00
623	Nursing and Residential Care Facilities	9,758	23.5%	\$ 1,911.00
624	Social Assistance	4,893	20.0%	\$ 1,722.00
	Performing Arts, Spectator Sports, and Related Industries	918	24.4%	\$ 1,584.00
712	Museums and Historical Sites	194	14.5%	\$ 1,997.00
713	Amusement, Gambling, and Recreation	2,825	24.6%	\$ 1,531.00
721	Accommodations	5,345	38.4%	\$ 1,500.00
722	Food Services and Drinking Places	62,863	47.5%	\$ 1,149.00
811	Repair and Maintenance Services	4,662	24.7%	\$ 2,868.00
812	Personal and Laundry Services	3,267	21.5%	\$ 1,904.00
813	Religious, Civic, Professional Organizations	1,676	17.6%	\$ 2,099.00
999	Public Administration	5,107	5.6%	\$ 2,788.00

Source: Census Local Employment Dynamics, Alabama Department of Industrial Relations

Notes: 1) A few industries (central banks, rail transportation) report no activity primarily for confidentiality reasons; 2) The “postal service” listing does not include the US Postal Service because neither federal nor postal employment is in the LED data.

Separator Labor Supply by Regions – 1st Quarter 2006

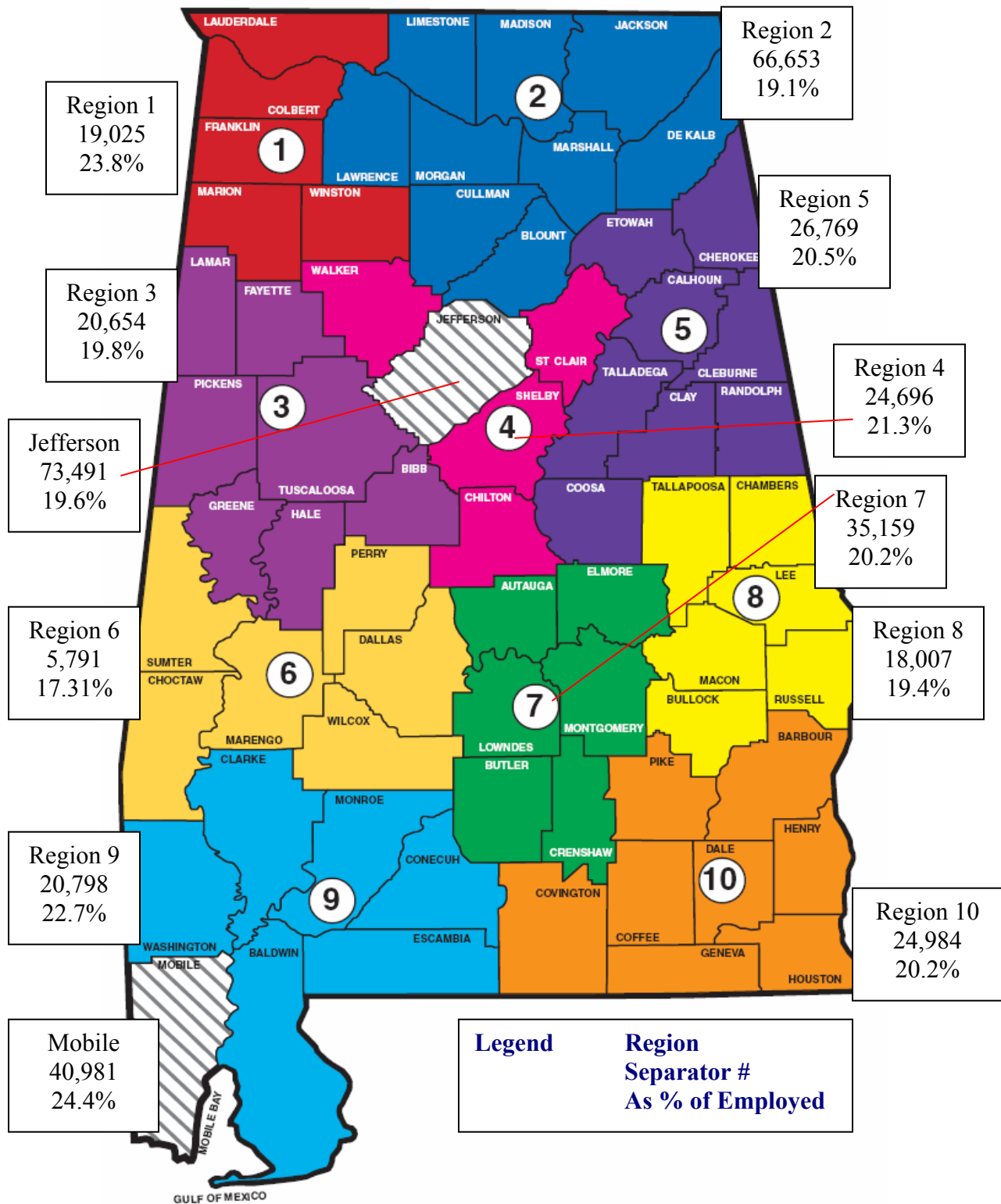
Regions	Separating as a % of Employment	Number Separating
1	23.8%	19,025
2	19.1%	66,653
3	19.8%	20,654
4	21.3%	24,696
5	20.5%	26,769
6	17.3%	5,791
7	20.2%	35,159
8	19.4%	18,007
9	22.9%	20,798
10	20.2%	24,984
Jefferson	19.6%	73,491
Mobile	24.4%	40,981

Source: Alabama Department of Industrial Relations

Separator Labor Supply by Regions

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While the numbers vary based on the population/workforce size of the region, the percentage of the employed workforce that separates from each region is fairly consistent. The major outliers are Region 6 (lowest percentage and Mobile and Region 1 (highest percentage). The statewide average separation rate is 20.6%. It is also important to remember that this separation rate is based on the location of the job and not on the location of the individual worker. For example, a worker employed in Mobile and living across Mobile Bay in Baldwin County (Region 9) would be counted in the Mobile totals and not in the Region 9 totals.

Unemployment Data

Another aspect of the labor supply is unemployment. There is an overlap between the “separator” supply and “unemployed” supply. Most individuals who leave one job will be hired into a new job (or be recalled to their old job) within the same quarter as they separate. Some of those individuals will pass through a period, usually brief, where they are **unemployed**. Between 50,000 and 65,000 Alabamans will make a claim for unemployment benefits during an average quarter. These individuals who leave jobs (for whatever reason) will all show up as “separators” in the statistics generated by the LED program and displayed in the previous section. Many of these individuals will find new jobs (or be recalled to old jobs) within the same quarter as they separate. Most will be employed again (in a new job or in their old one) within 2 quarters.

The “inventory” in the unemployment will generally consist of roughly the same number of people but the individuals within that “inventory” will be constantly changing. New people will be leaving jobs, applying for unemployment benefits, collecting them or, in some cases being denied them. Other people will find jobs – perhaps their first job, perhaps returning to their old jobs after a temporary layoff, perhaps getting a job after a long absence from the labor force. Others will move off the sidelines and begin an active job search and be counted in the labor force if not yet among the employed. Still others will move onto the sidelines – perhaps frustrated that the right job just was not there, perhaps disabled or going back to school full time.

The best we can do is to take a snapshot of the inventory at a point in time. Below we present two such snapshots. The first looks at some of the flows into unemployment. The second divides the inventory by region and by reason for unemployment. As noted earlier, the supply in the two “recently employed” categories is probably the only segment of the labor supply that can be known by name because nearly all of them will have made an application for unemployment compensation.

While the bulk of this report focuses on the 1st quarter of 2006, it is useful to take a look at a period of rapid economic dislocation in at least a part of Alabama – Hurricane Katrina.

Newly Unemployed – September 2005

The impact of Katrina, which hit in the last week of August 2005, is clear in the initial claims data from the regions. Both the Mobile and the Southwest regions show above average levels of new claims with Mobile showing claims from over 5% of the entire labor force. As a general rule, only about 40% of those making an initial claim for unemployment benefits will receive a check (and therefore maintain an on-going relationship with a government agency). The reasons for denial of benefits vary but the pattern is consistent over time. A major exception to this rule will be Katrina related layoffs. Nearly all such laid off individuals will receive an unemployment check under special rules that cover disasters.

New Claims by Regions – September 2005

Region	Region Description	Initial Claims September 2005	Initial Claims as a percentage of the Labor Force	Those Collecting Benefits as a percentage of the Labor Force
1	Northwest Area	1,001	1.0%	1.2%
2	Huntsville and Northeast	2,921	0.7%	0.9%
3	Tuscaloosa Area	792	0.6%	0.7%
4	Birmingham Suburban	845	0.5%	0.6%
5	Talladega and Anniston Area	1,514	0.8%	1.2%
6	West Central Area	743	1.8%	2.6%
7	Capitol Area	1,433	0.8%	1.1%
8	Auburn and East Central Area	1,490	1.1%	1.0%
9	Southwest Area	2,141	1.7%	1.1%
10	Southeast Area	986	0.7%	0.9%
11	Birmingham/Jefferson County	2,189	0.7%	1.2%
12	Mobile City and County	9,197	5.1%	1.9%
	Totals	25,252	1.3%	1.2%

Source: Alabama Department of Industrial Relations

There is some variation in the unemployment rate between the regions but the rate is remarkably consistent throughout the State (more variation would be seen at the county level). It is important to note that there is some impact from Katrina in these numbers. In Mobile City and County there is a greater proportion of the recently employed collecting benefits than in other parts of the State. In most regions, the group that is not collecting is larger than the one that is collecting. A small amount of that impact can be seen in Region 9 (Southwest) where some of Baldwin County's residences would have been impacted by Katrina related layoffs. It is useful to remember that this unemployment data is based on a survey of households and the data is reported based on the place the individual lives and not where they worked.

Now let's look at March 2006.

New Claims by Regions – March 2006

Region	Region Description	Initial Claims March 2006	Initial Claims as a percentage of the Labor Force	Those Collecting Benefits as a percentage of the Labor Force
1	Northwest Area	1,489	1.4%	1.4%
2	Huntsville and Northeast	3,515	0.8%	1.0%
3	Tuscaloosa Area	982	0.8%	0.9%
4	Birmingham Suburban	1,065	0.6%	0.8%
5	Talladega and Anniston Area	1,810	1.0%	1.3%
6	West Central Area	607	1.4%	1.8%
7	Capitol Area	1,194	0.6%	1.0%
8	Auburn and East Central Area	1,563	1.2%	1.1%
9	Southwest Area	799	0.6%	0.9%
10	Southeast Area	1,106	0.7%	0.9%
11	Birmingham/Jefferson County	2,665	0.8%	1.3%
12	Mobile City and County	1,223	0.7%	0.9%
	Totals	18,018	0.8%	1.1%

Source: Alabama Department of Industrial Relations

There is some variation in the unemployment rate between the regions but the rate is remarkably consistent throughout the State (more variation would be seen at the county level). Regions 1 and 6 are on the high end. Mobile and its neighboring region 9 have shaken off the impact of Katrina and are now in the lowest tier of regions. Only in region 8 are the number of new claims larger than the group that is currently collecting benefits.

Distribution of the Unemployed by Region and Category March 2006

Region	Region Description	Unemployment Rate March 2006	Estimated New and Re- entrants	Recently Unemployed but not Collecting Benefits	Recently Unemployed and Collecting Benefits
1	Northwest Area	3.72%	1,627	853	1,489
2	Huntsville and Northeast	3.18%	5,650	3,628	4,502
3	Tuscaloosa Area	3.07%	1,627	1,159	1,182
4	Birmingham Suburban	2.89%	2,123	1,662	1,393
5	Talladega and Anniston Area	3.56%	2,627	1,525	2,254
6	West Central Area	5.45%	937	603	746
7	Capitol Area	3.36%	2,557	1,733	1,946
8	Auburn and East Central Area	3.63%	1,977	1,385	1,460
9	Southwest Area	3.41%	1,741	1,358	1,148
10	Southeast Area	3.15%	1,936	1,495	1,291
11	Birmingham/Jefferson County	3.50%	4,574	2,481	4,101
12	Mobile City and County	3.50%	2,619	2,057	1,713

Source: Alabama Department of Industrial Relations and Bureau of Labor Statistics

When combining the separator data and the unemployment “inventory” data it is important to avoid double counting. Despite the different data sources (LED and CPS), the separator data almost certainly contains the individuals listed as “recently employed.” It might be useful to think of the “separator” group as having two components – job changers and the unemployed (but just recently). The job changers move from one job to another without making a stop in the unemployment office. They actually represent the vast majority of those who are newly hired. The new and re-entrants are additional workers that have come off the sidelines to begin an active job search. The map below will display that new/re-entrant supply.

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The Sidelines Supply

There is a supply on the sidelines of any labor market. Ironically, low unemployment and the general perception that jobs are available will bring more of those on the sidelines into the active labor force. It is a classic case of demand creating its own supply. To illustrate that point, Region 6 has the highest unemployment rate in March 2006 and the lowest labor participation rate (5.45% unemployment and a participation rate of 48.6%). Conversely, Region 4, the Birmingham suburbs, had the lowest rate of unemployment and the highest labor participation rate (a 2.89% unemployment rate and a 66.9% labor participation rate.) For most of the regions in Alabama, the year 2000 represented their most recent peek in terms of labor force participation; it was the end of the long 1990's economic expansion.

The following chart shows the labor force and the participation rates for the 12 regions in Alabama in 2000 and 2006. The participation rate is measured using the average labor force for the year and the July 1st population estimate provided by the Census Bureau. (Note: since county level population figures for 2006 had not been published yet by Census, the population base for 2006 was calculated using the 1.1% population growth rate estimated by Census for Alabama as a whole.) The population figures have been adjusted to remove active duty military, prisoners and those in residential care for mental health issues.

Labor Force Participation Rates Alabama Regions – 2000 and 2006

Region	Region Description	July 2000 Labor Force	Adjusted 2000 Over 18 Population	2000 Participation Rate	March 2006 Labor Force	Adjusted 2006 Over 18 Population	2006 Participation Rate
1	Northwest Area	110,846	174,722	63.4%	106,722	176,803	60.4%
2	Huntsville and Northeast	423,288	603,139	70.2%	433,983	649,267	66.8%
3	Tuscaloosa Area	126,244	198,423	63.6%	129,275	205,847	62.8%
4	Birmingham Suburban	166,428	233,949	71.1%	179,189	267,665	66.9%
5	Talladega/Anniston Area	178,379	288,665	61.8%	179,919	295,068	61.0%
6	West Central Area	46,737	88,210	53.0%	41,975	86,297	48.6%
7	Capitol Area	180,587	266,865	67.7%	185,459	281,028	66.0%
8	Auburn/East Central Area	131,108	207,339	63.2%	132,738	215,327	61.6%
9	Southwest Area	121,879	191,904	63.5%	124,405	211,584	58.8%
10	Southeast Area	149,786	230,179	65.1%	149,718	240,349	62.3%
11	Birmingham/Jefferson County	332,550	491,249	67.7%	318,748	499,043	63.9%
12	Mobile City and County	186,720	287,233	65.0%	182,541	295,236	61.8%

Source: US Census for population estimates; Alabama Department of Industrial Relations for labor force estimates. See also Appendix A for population adjustment methodology.

Estimating the sideline supply requires some assumptions. The estimates of the potential will vary depending on what benchmark is used to estimate how many potential workers there are just outside the labor market. Three benchmarks present themselves: the national average (65.7%),

the 2000 peak for the region, and highest of either method. The following chart shows the results in terms of estimated numbers of available workers who are sitting on the sidelines.

Potential Workers in Alabama Regions 2006 Selected Benchmarks

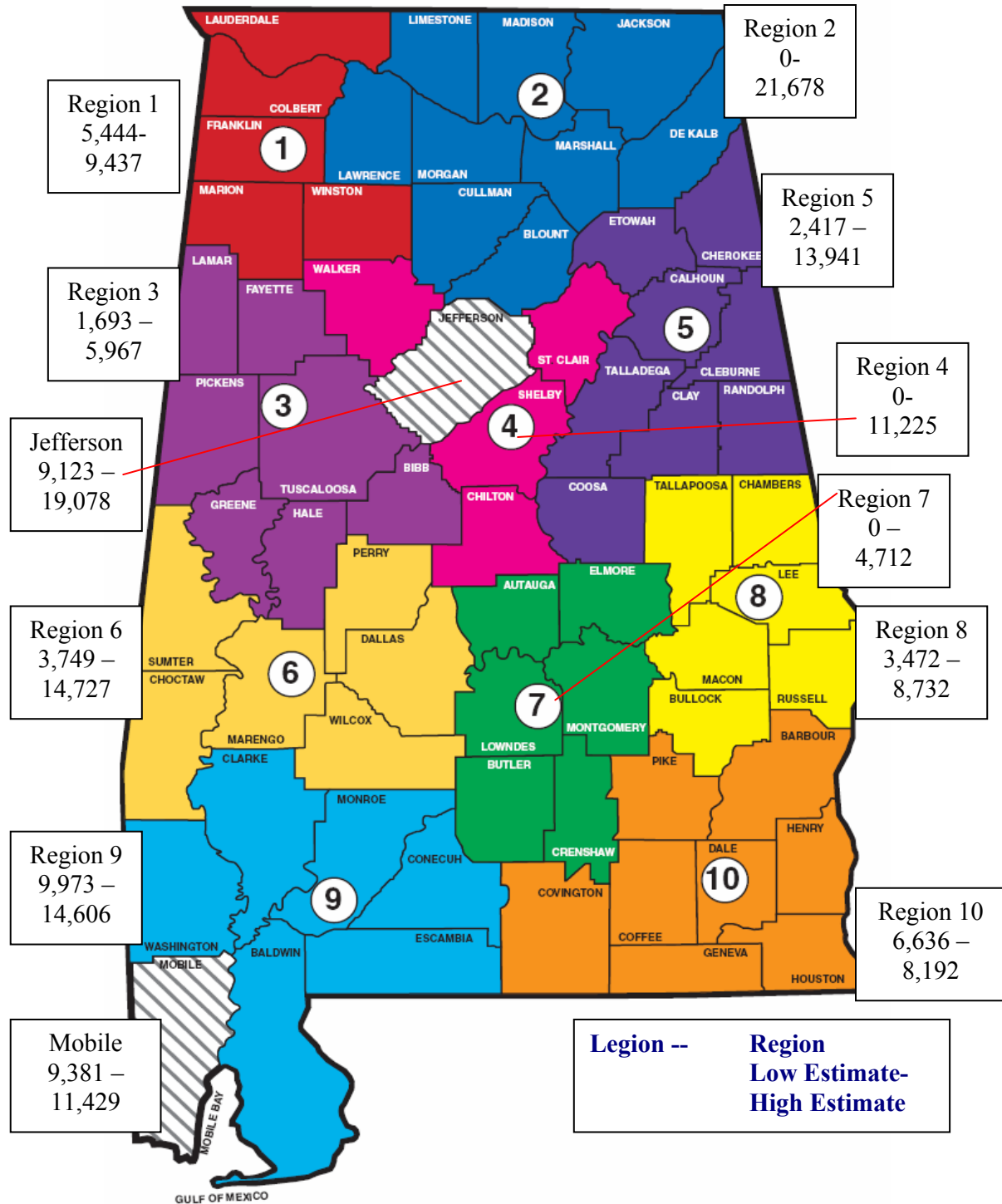
Region	Region Description	Sideline Potential if Region at National Average	Sideline Potential if Region at its 2000 Peak	Sideline Potential (highest of 2000 peak or national average)
1	Northwest Area	9,437	5,444	9,437
2	Huntsville and Northeast	Above	21,678	21,678
3	Tuscaloosa Area	5,967	1,693	5,967
4	Birmingham Suburban	Above	11,225	11,225
5	Talladega and Anniston Area	13,941	2,417	13,941
6	West Central Area	14,722	3,749	14,722
7	Capitol Area	Above	4,712	4,712
8	Auburn and East Central Area	8,732	3,422	8,732
9	Southwest Area	14,606	9,973	14,606
10	Southeast Area	8,192	6,686	8,192
11	Birmingham and Jefferson County	9,123	19,078	19,078
12	Mobile City and County	11,429	9,381	11,429
		96,149	99,457	143,719
	Potential as % of 18 plus Population	2.8%	2.9%	4.2%

Source: U.S. Census for population estimates, Alabama Department of Industrial Relations for labor force estimates.

The different benchmarks yield different estimates of potential labor market participants. The lowest estimate, reaching the national average, would add about 2.8% to the labor force or over 96,000 workers statewide (a number higher than those who are officially unemployed). The return to the 2000 peak would increase the supply in all regions and would yield just under 100,000 additional workers or just under 3% of the working age population. Taking the best of either method would have nearly 150,000 workers added to the labor force. Such a movement workers is possible (in most areas it happened as recently as 2000); the trick is motivation. Here, the message of low unemployment and plentiful jobs is the critical factor. The key will be motivating the potential workers without frightening away the prospective employers. Alabama's steadily declining unemployment rate may paradoxically be creating more workers.

The Sideline Supply – High and Low Estimates

Alabama Workforce Development Regional Advisory Councils



The Overall Supply Picture

To get a complete picture of the labor supply in Alabama, it is necessary to combine pieces of the puzzle and to avoid duplication. Since the data comes from different sources, some assumptions need to be made in doing the combination. First, we start with the number of separators, derived from the LED data, by region. Next, we add in from the “unemployed” pool just the new entrants and the re-entrants. To avoid double counting we eliminated that portion of the unemployed pool that was recently employed because they are already captured in the separation data. Finally, we selected one of the estimates of sideline workers. The estimate based on the 2000 peak participation rate was chosen because it represents the middle estimate. The combined total is a reasonable estimate of the supply that employers can attract to their jobs in an average quarter.

Estimated Alabama Regional Labor Supply 1st Quarter 2006

Region	Region Description	Separator Supply	Estimated New and Re-entrants	Sideline Potential if Region at Its 2000 Peak	Estimated Total Supply
1	Northwest Area	19,025	1,627	5,444	26,097
2	Huntsville and Northeast	66,653	5,650	21,678	93,981
3	Tuscaloosa Area	20,654	1,627	1,693	23,974
4	Birmingham Suburban	24,696	2,123	11,225	38,044
5	Talladega/Anniston Area	26,769	2,627	2,417	31,812
6	West Central Area	5,791	937	3,749	10,477
7	Capitol Area	35,159	2,557	4,712	42,428
8	Auburn/East Central Area	18,007	1,977	3,422	23,406
9	Southwest Area	20,798	1,741	9,973	32,512
10	Southeast Area	24,984	1,936	6,686	33,607
11	Birmingham/Jefferson County	73,491	4,574	19,078	97,143
12	Mobile City and County	40,981	2,619	9,381	52,982
		377,008	29,997	99,457	506,462

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations and US Census Population Estimates.

The overall number is useful since it gives a sense of labor availability that is not limited to the number of unemployed workers. However, recruitment strategies are likely to be different in Region 6 where almost 50% of the potential supply is either unemployed or on the sidelines and in Regions 3, 5, 7 & 8 where less than 20% of the supply is not employed already.

Another way to look at the supply is in terms of the number of people employed in the region. The following chart supplies that information. Statewide, the total supply of available labor is 27.6% of the employment base. There is considerable regional variation from with Tuscaloosa, Talladega/Anniston, Capitol Area and Auburn/East Central regions on the low end and regions 1, 4, 6, and 9 and Mobile on the high end. It is useful to note that the areas with low relative supply as also the regions where job changers make up 80% or more of the total supply.

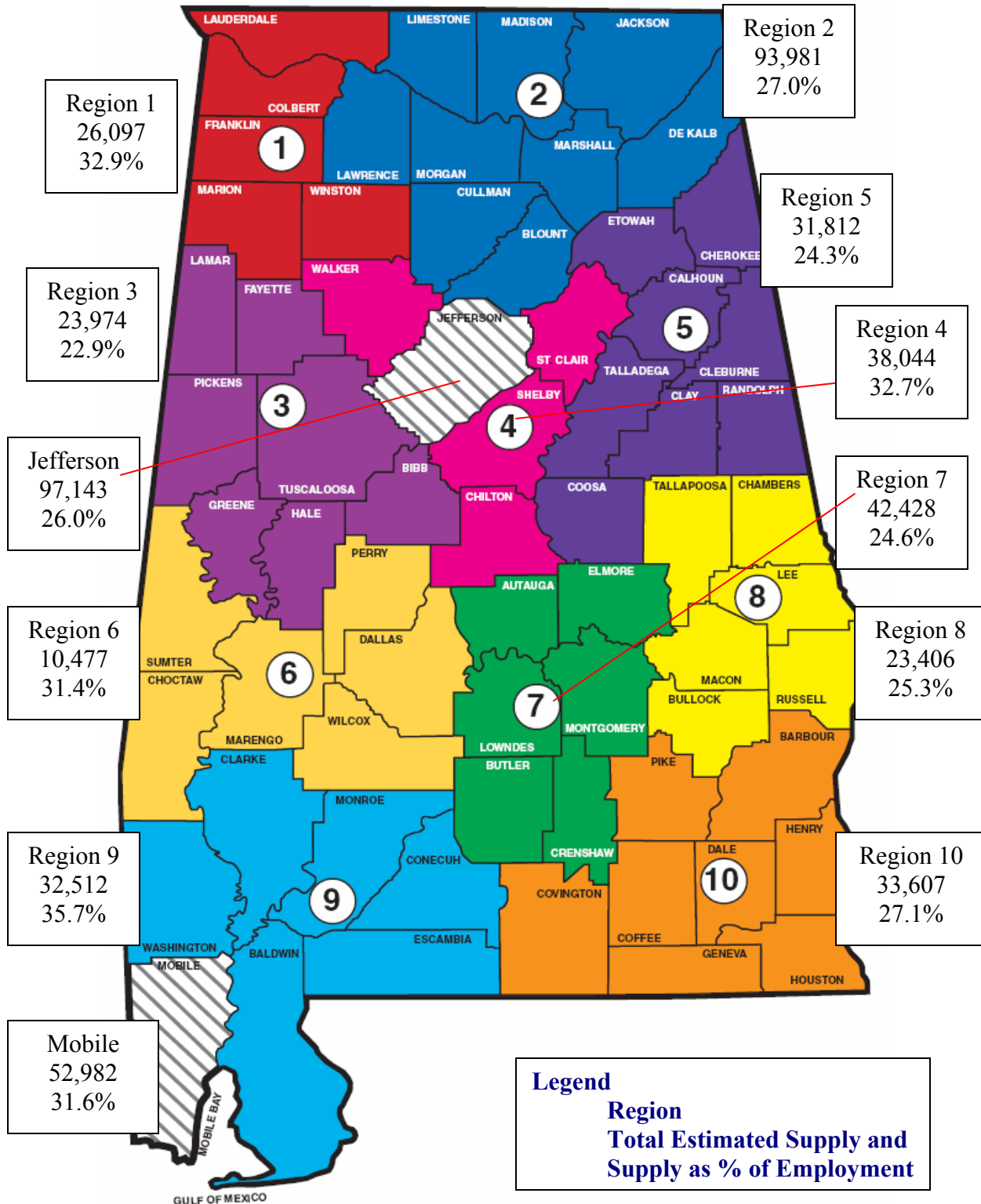
Total Labor Supply / Total Employment 1st Quarter 2006

Region	Region Description	Estimated Total Employment	Estimated Total Supply	Total Supply as a % of Employment
1	Northwest Area	79,378	26,097	32.9%
2	Huntsville and Northeast	347,636	93,981	27.0%
3	Tuscaloosa Area	104,543	23,974	22.9%
4	Birmingham Suburban	116,194	38,044	32.7%
5	Talladega/Anniston Area	130,698	31,812	24.3%
6	West Central Area	33,401	10,477	31.4%
7	Capitol Area	172,451	42,428	24.6%
8	Auburn/East Central Area	92,548	23,406	25.3%
9	Southwest Area	91,001	32,512	35.7%
10	Southeast Area	124,024	33,607	27.1%
11	Birmingham/Jefferson County	374,272	97,143	26.0%
12	Mobile City and County	167,706	52,982	31.6%
Statewide Total		1,833,852	506,462	27.6%

Source: Census Local Employment Dynamics, Alabama Department of Industrial Relations, US Census.

Overall Regional Labor Supply – 1st Quarter 2006

Alabama Workforce Development Regional Advisory Councils



Looking Behind the Overall Numbers

The New Graduates

In 2005, Alabama educational institutions conferred degrees or certificates on over 53,000 students who completed a post-secondary education program. Such programs range from a certificate for a certified nurse assistant to a doctorate in micro-biology. As noted earlier, the total flow of newly educated workers represents just 3% of the employed workforce in Alabama. There are a number of occupational groups which have relatively large numbers of newly educated workers – highlighted below.

Job Family	Estimated Employment	Estimated Number of New Graduates	Graduates as a percentage of Estimated Employment
Management Occupations	79,041	3,021	3.8%
Business Operations and Finance Occupations	66,905	7,134	10.7%
Computer and Mathematics Occupations	35,737	1,810	5.1%
Architecture and Engineering Occupations	33,649	2,935	8.7%
Physical, Social and Life Sciences Occupations	14,152	3,157	22.3%
Community and Social Services Occupations	20,038	2,119	10.6%
Legal and Related Occupations	11,509	573	5.0%
Education and Library Occupations	102,532	8,470	8.3%
Artistic and Creative Occupations	18,792	2,825	15.0%
Health Care Professional and Technical Occupations	91,465	11,472	12.5%
Health Care Support Occupations	47,790	1,937	4.1%
Protective Services Occupations	32,879	993	3.0%
Food Service Occupations	149,588	829	0.6%
Building/Grounds Maintenance Occupations	52,745	0	0.0%
Personal Service Occupations	33,693	299	0.9%
Sales and Related Occupations	204,313	3,501	1.7%
Administrative and Clerical Occupations	296,741	0	0.0%
Farming, Fishing and Forestry Occupations	11,433	455	4.0%
Construction and Mining Occupations	82,218	354	0.4%
Installation and Repair Occupations	78,758	843	1.1%
Production Occupations	201,764	498	0.2%
Transportation and Material Moving Occupations	141,691	319	0.2%
	1,807,433	53,544	3.0%

Source: US Department of Education Integrated Post-secondary Education System (IPEDS), Census Local Employment Dynamics and Alabama Department of Industrial Relations.

It is useful to note that nearly 85% of the education program completers are concentrated in the first 11 occupational groups. Those 11 groups represent less than one third of the total employment.

While it is important to know these newly education workers are in the labor force, very few of them are actually just entering the labor force for the first time. Many of these students are non-traditional (older or mid-career) and may still be holding a job while going to school. Still others will be making the migration from their “youth” employment in retail or food service into their more “adult” jobs in finance, health care, or education. Still others will stay with the same firm and now qualify for that internal promotion. Unfortunately, there is no set of survey data or administrative records that can presently help us relate these new graduates to the other categories of the labor supply (job changers, the unemployed and those on the sidelines). We will, therefore, not consider this group as another separate labor supply element but rather adding depth to the labor supply picture that we have developed from other sources.

Young Workers – Highly Volatile but Highly Attractive

Another piece of the labor supply picture is young workers. As noted earlier, they represent less than 15% of the total Alabama labor force but over 33% of the churn, the post-it-note employees. (These young workers represent about 17% of the workforce during the “summer job” season as nearly 40% of the separations in the 3rd quarter or any given year when they go back to school.) These 275,000 young workers move between jobs at over 2 times the rate of their older peers (2.5 times during the back to school period). About 46% of these younger workers leave their current jobs each quarter – that is high volatility. However, nearly all of them have landed a new job quickly.

The following charts will provide a sense of where that volatility is strongest and what industries have begun to hold onto to these workers, at least a little more tightly than their peers. The occupational groups with significantly higher than average youth volatility (56% or higher separation rate) are highlighted in red/dark shading and those with significantly lower than average volatility (under 36% separation rate) are highlighted in green/light shading. The first chart looks at the occupations grouped using the SOC job families. The second chart uses the more education oriented occupational clusters.

Workers 14-24 – 1st Quarter 2006

SOC Job Families

SOC Job Families	Employment	Separators	Separation Rate
Management Occupations	9,751	4,121	42.3%
Business Operations and Finance Occupations	6,869	2,516	36.6%
Computer and Mathematics Occupations	3,501	1,306	37.3%
Architecture and Engineering Occupations	2,910	1,017	35.0%
Physical, Social and Life Sciences Occupations	1,142	377	33.0%
Community and Social Services Occupations	1,766	624	35.3%
Legal and Related Occupations	1,061	378	35.6%
Education and Library Occupations	5,379	1,600	29.8%
Artistic and Creative Occupations	2,603	1,036	39.8%
Health Care Professional and Technical Occupations	9,241	2,486	26.9%
Health Care Support Occupations	4,857	1,730	35.6%
Protective Services Occupations	3,456	2,048	59.3%
Food Service Occupations	60,393	35,125	58.2%
Building and Grounds Maintenance Occupations	7,606	5,274	69.3%
Personal Service Occupations	4,840	2,004	41.4%
Sales and Related Occupations	47,137	20,602	43.7%
Administrative and Clerical Occupations	37,230	15,097	40.6%
Agricultural, Fishing and Forestry Occupations	1,283	1,040	81.1%
Construction and Mining Occupations	10,137	5,063	49.9%
Installation and Repair Occupations	8,982	3,681	41.0%
Production Occupations	21,498	8,565	39.8%
Transportation and Material Moving Occupations	17,950	8,317	46.3%
Total	269,592	124,008	46.0%

Source: Census Local Employment Dynamics and Alabama Department of Industrial Relations.

Workers 14-24 – 1st Quarter 2006

Occupational Clusters

Occupational Clusters	Employment	Separators	% Separators
Architecture and Engineering	4,767	1,697	35.6%
Science and Math	763	236	30.9%
Social and Government Services	7,946	2,392	30.1%
Professional and Technical Business Services	16,041	6,399	39.9%

Occupational Clusters	Employment	Separators	% Separators
Management	9,009	3,749	41.6%
Artistic	1,601	662	41.3%
Medical Professional	5,535	1,357	24.5%
Medical -- Technical	3,565	1,071	30.0%
Medical -- Support	6,406	2,207	34.5%
Office	26,734	11,256	42.1%
Personal Services	7,118	3,655	51.3%
Lodging, Food Service and Hospitality	69,012	40,381	58.5%
Sales	54,459	23,590	43.3%
Installation and Repair Technicians	7,122	2,962	41.6%
Construction	9,752	4,813	49.4%
Machine Operation and General Manufacturing	14,878	6,044	40.6%
Skilled Manufacturing	3,177	1,280	40.3%
Hourly Worker Supervision	3,704	1,503	40.6%
Transportation -- Licensed	5,114	2,063	40.3%
Transportation -- Helpers	10,747	5,254	48.9%
Agriculture, Forestry and Fishing	2,140	1,438	67.2%
Total	269,592	124,008	46.0%

Source: Census Local Employment Dynamics and Alabama Department of Industrial Relations for the data and Georgia State University for the clusters.

Health care occupations tend to be “stickier” (less volatile) than average regardless of the occupational groupings used. Science, mathematical, and engineering occupations are in that relatively low volatility group (depending on the grouping scheme used) but even where they are not highlighted in green/light shading they are just on the border. The winner in the volatility race is the food service. It is not your imagination that all the wait staff at the local restaurant seem to be new; they probably are.

The final look at the patterns of youth employment and separation will be done at the industry level. Here some of the patterns we have seen in the occupational data will be repeated within the industry data. The industries with significantly higher than average youth volatility are highlighted in red/dark shading (56% or higher separation rate) and those with significantly lower than average volatility are highlighted in green/light shading (36% or less separation rate).

Youth Employment and Separation by Industry (14-24 Year Old Workers) 1st Quarter 2006

	Industry	Youth Employment	Youth Share of Total Employment	Youth Separators	Separation Rate
119	Agriculture (all 3 digit industries)	1,382	10.6%	1,305	94.4%
211	Oil and Gas Extraction	11	1.9%	0	NA
212	Mining (not Oil and Gas)	389	5.9%	102	26.2%
213	Mining Support Activities	116	12.5%	86	74.1%
221	Utilities	727	3.8%	89	12.2%
236	Construction of Building Heavy and Civil Engineering	3,368	11.9%	1,878	55.8%
237	Construction	2,123	12.0%	1,077	50.7%
238	Specialty Trade Contractors	6,730	14.7%	3,189	47.4%
311	Food Manufacturing	4,961	15.6%	1,791	36.1%
	Beverage and Tobacco Product				
312	Manufacturing	327	10.8%	64	19.6%
313	Textile Mills	1,033	8.8%	320	31.0%
314	Textile Product Mills	1,175	10.8%	316	26.9%
315	Apparel Manufacturing	1,492	10.7%	610	40.9%
	Leather and Allied Product				
316	Manufacturing	10	8.3%	7	70.0%
321	Wood Product Manufacturing	2,628	12.5%	1,163	44.3%
322	Paper Manufacturing	526	4.0%	121	23.0%
	Printing and Related Support				
323	Activities	465	7.8%	126	27.1%
	Petroleum and Coal Products				
324	Manufacturing	111	5.5%	21	18.9%
325	Chemical Manufacturing	434	4.7%	97	22.4%
	Plastics and Rubber Products				
326	Manufacturing	1,385	9.7%	528	38.1%
	Nonmetallic Mineral Product				
327	Manufacturing	643	7.1%	257	40.0%
331	Primary Metal Manufacturing	1,131	5.9%	253	22.4%
	Fabricated Metal Product				
332	Manufacturing	2,865	9.9%	944	32.9%
333	Machinery Manufacturing	1,118	8.1%	303	27.1%
	Computer and Electronic Product				
334	Manufacturing	1,108	6.9%	375	33.8%
	Electrical Equipment, Appliance,				
335	and Component Manufacturing	371	5.5%	86	23.2%

	Industry	Youth Employment	Youth Share of Total Employment	Youth Separators	Separation Rate
336	Transportation Equipment Manufacturing	3,992	7.6%	912	22.8%
	Furniture and Related Product				
337	Manufacturing	2,150	13.5%	1,035	48.1%
339	Miscellaneous Manufacturing	809	10.7%	275	34.0%
	Merchant Wholesalers, Durable				
423	Goods	3,793	9.1%	1,049	27.7%
	Merchant Wholesalers,				
424	Nondurable Goods	2,729	10.5%	1,004	36.8%
	Wholesale Electronic Markets and				
425	Agents and Brokers	689	6.0%	214	31.1%
	Motor Vehicle and Parts Dealers				
441	Furniture and Home Furnishings	4,843	15.1%	1,624	33.5%
	Stores				
442	Stores	1,787	18.7%	699	39.1%
443	Electronics and Appliance Stores	1,944	33.7%	644	33.1%
	Building and Garden Supply				
444	Stores	3,612	18.7%	1,048	29.0%
445	Food and Beverage Stores	12,054	35.9%	5,020	41.6%
446	Home and Personal Care Stores	4,214	28.9%	1,183	28.1%
447	Gasoline Stations	3,192	18.1%	2,400	75.2%
	Clothing and Clothing Assessories				
448	Stores	9,340	47.3%	4,752	50.9%
	Sporting Goods, Hobby, Book and				
451	Music Stores	3,516	40.2%	1,522	43.3%
452	General Merchandise Stores	16,911	26.3%	6,108	36.1%
453	Miscellaneous Store Retailers	2,880	24.5%	1,412	49.0%
454	Non-store Retailers	465	11.7%	152	32.7%
	Air Transportation				
481	Air Transportation	124	12.2%	24	19.4%
482	Rail Transportation	0	0.0%	0	NA
483	Water Transportation	51	10.7%	20	39.2%
484	Truck Transportation	1,718	5.9%	628	36.6%
	Transit and Ground Passenger				
485	Transportation	216	3.9%	60	27.8%
486	Pipeline Transportation	12	1.9%	3	25.0%
	Scenic and Sightseeing				
487	Transportation	0	0.0%	0	NA
488	Transportation Support Activities	622	8.8%	238	38.3%
491	Postal Service	0	0.0%	0	NA
492	Couriers and Messengers	992	19.5%	290	29.2%
493	Warehousing and Storage	1,457	19.5%	433	29.7%

	Industry	Youth Employment	Youth Share of Total Employment	Youth Separators	Separation Rate
511	Publishing Industries (except Internet)	679	9.7%	257	37.8%
512	Motion Picture and Sound Recording Industries	1,033	52.7%	465	45.0%
515	Broadcasting (except Internet)	521	10.7%	105	20.2%
516	Internet Publishing and Broadcasting	14	9.2%	0	0.0%
517	Telecommunications	1,349	9.1%	414	30.7%
518	Internet Service Providers, Web Search Portals, and Data Processing Service	181	10.9%	39	21.5%
519	Other Information Services	88	10.2%	21	23.9%
521	Monetary Authorities -- Central Banks	0	0.0%	0	NA
522	Credit Intermediation and Related Activities	5,735	12.6%	964	16.8%
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	203	5.3%	44	21.7%
524	Insurance Carriers and Related Activities	1,703	6.8%	437	25.7%
525	Funds, Trusts, and Other Financial Vehicles	6	3.1%	0	0.0%
531	Real Estate	1,432	8.7%	518	36.2%
532	Rental and Leasing Services	2,374	23.8%	998	42.0%
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	5	3.7%	0	0.0%
541	Professional, Scientific, and Technical Services	9,630	10.3%	3,556	36.9%
551	Management of Companies and Enterprises	1,842	13.0%	683	37.1%
561	Administrative and Support Services	18,478	17.6%	17,879	96.8%
562	Waste Management and Remediation Services	369	10.2%	197	53.4%
611	Educational Services	7,232	4.6%	1,891	26.1%
621	Ambulatory Health Care Services	6,727	8.9%	1,655	24.6%
622	Hospitals	6,514	8.4%	1,115	17.1%

	Industry	Youth Employment	Youth Share of Total Employment	Youth Separators	Separation Rate
	Nursing and Residential Care				
623	Facilities	4,661	11.2%	2,086	44.8%
624	Social Assistance	3,247	13.3%	1,506	46.4%
	Performing Arts, Spectator Sports,				
711	and Related Industries	691	18.4%	332	48.0%
	Museums, Historical Sites, and				
712	Similar Institutions	203	15.2%	62	30.5%
	Amusement, Gambling, and				
713	Recreation Industries	3,356	29.2%	1,247	37.2%
721	Accommodations	2,467	17.7%	1,521	61.7%
722	Food Services and Drinking Places	61,817	46.7%	36,645	59.3%
811	Repair and Maintenance Services	2,820	14.9%	1,474	52.3%
812	Personal and Laundry Services	2,604	17.1%	1,038	39.9%
	Religious, Grant-making, Civic,				
	Professional, and Similar				
813	Organizations	1,153	12.1%	398	34.5%
999	Public Administration	4,817	5.3%	900	18.7%
	All Industries	274,692	14.9%	126,304	46.0%

Source: Census Local Employment Dynamics, Alabama Department of Industrial Relations

While we have highlighted a number of industries in green/light shading, the low volatility among young workers is only relative. Even the industries with the lowest volatility, utilities and credit intermediaries, have a youth separation rates that are relatively high and many time higher than the rate for their older peers. These industries with “relatively” low volatility include some surprises. They are dominated by manufacturing and include large elements of the retail sector. Nearly a quarter of youth employment is in one industry – food and drinking establishments. While that industry does not have the highest youth volatility, the sheer volume of young workers and young worker turnover means you will often not see that same smiling face at the local Applebee’s two visits in a row.

Section 3 – Occupational Detail

Overview

We had a taste of the occupational data in the section on youth employment and education completers. This section is designed to look behind the separation numbers to estimate the number of workers that might be available in various occupational categories. The occupational information is aggregated using two occupational grouping schemes. The first is the occupational clusters derived from the work done by Georgia State University to match educational programs with the Standard Occupational Code (SOC) structure. The other is the job family/major occupational grouping structure in the SOC. While the pictures they present are similar, there are enough differences to make displaying both sets of data productive.

Employment and Separation by Occupational Clusters Statewide 1st Quarter 2006

Occupational Clusters	Employment	Separators	Separation Rate
Architecture and Engineering	51,376	7,383	14.4%
Science and Math	11,091	1,106	10.0%
Social and Government Services	138,236	11,123	8.0%
Professional and Technical Business Services	144,277	24,496	17.0%
Management	80,413	13,796	17.2%
Artistic	10,474	1,931	18.4%
Medical Professional	58,770	7,614	13.0%
Medical -- Technical	37,865	5,625	14.9%
Medical -- Support	59,097	9,930	16.8%
Office	232,524	41,826	18.0%
Personal Services	49,170	11,847	24.1%
Lodging, Food Service and Hospitality	202,663	79,430	39.2%
Sales	233,069	57,203	24.5%
Installation and Repair Technicians	61,254	11,050	18.0%
Construction	81,197	20,670	25.5%
Machine Operation/General Manufacturing	144,814	23,910	16.5%
Skilled Manufacturing	30,020	5,084	16.9%
Hourly Worker Supervision	33,734	6,136	18.2%
Transportation -- Licensed	53,060	9,541	18.0%
Transportation -- Helpers	77,374	17,460	22.6%
Agriculture, Forestry and Fishing	16,955	4,323	25.5%
Total	1,807,433	371,482	20.6%

Source: Census Local Employment Dynamics, Alabama Department of Industrial Relations
(Occupation/Education Clusters established by Georgia State in the OSDS System, see appendix C for more details)

Employment and Separation by SOC Job Families Statewide 1st Quarter 2006

SOC Job Families	Employment	Separators	Separation Rate
Management Occupations	79,041	14,056	20.4%
Business Operations and Finance Occupations	66,905	10,141	17.7%
Computer and Mathematics Occupations	35,737	5,375	16.3%
Architecture and Engineering Occupations	33,649	4,645	13.9%
Physical, Social and Life Sciences Occupations	14,152	1,669	13.7%
Community and Social Services Occupations	20,038	2,715	16.9%
Legal and Related Occupations	11,509	1,598	15.5%
Education and Library Occupations	102,532	7,519	11.4%
Artistic and Creative Occupations	18,792	3,210	20.7%
Health Care Professional/Technical Occupations	91,465	12,658	14.6%
Health Care Support Occupations	47,790	8,373	18.0%
Protective Services Occupations	32,879	6,843	25.3%
Food Service Occupations	149,588	63,404	47.0%
Building and Grounds Maintenance Occupations	52,745	17,215	38.0%
Personal Service Occupations	33,693	6,594	27.7%
Sales and Related Occupations	204,313	50,465	27.0%
Administrative and Clerical Occupations	296,741	53,599	20.5%
Agricultural, Fishing and Forestry Occupations	11,433	3,117	27.0%
Construction and Mining Occupations	82,218	21,922	30.1%
Installation and Repair Occupations	78,758	13,872	20.3%
Production Occupations	201,764	32,954	16.9%
Transportation and Material Moving Occupations	141,691	29,538	24.1%
Total	1,807,433	371,482	20.6%

Source: Census Local Employment Dynamics, Alabama Department of Industrial Relations

The professional, technical and scientific occupations tend to be relatively more stable in both occupational grouping methods. Production occupations are also relatively stable but not to the level of the more white-collar occupations in the first group. Food service is always the king of instability with sales, personal services and cleaning work also showing above average volatility.

Regional Distribution of Separators with Occupational Groupings

While separations within regions tend to cluster around the state average, as we saw earlier, there are a couple of outliers. The next two charts display the regional distribution of separators (those leaving their jobs) as a percentage of employment in an occupational grouping. As we have done before, the display will include two views one based on the SOC and the other on occupational clusters. In the charts, the **green/light shading** highlight identifies the region with the lowest separation rate in all 12 regions. The **red/dark shading** highlight will mark the highest separation rate. Appendix B contains occupational level detail (SOC) on a statewide basis.

Separators as Percentage of Employment for SOC Job Families Statewide and Regions 1st Quarter 2006

SOC Job Families	State	I	II	III	IV	V	VI	VII	VIII	IX	X	Jeff	Mobile
Management Occupations	20.4%	20.2%	16.6%	17.4%	17.8%	18.2%	14.9%	16.7%	17.4%	20.4%	18.0%	16.8%	21.5%
Business Operations and Finance Occupations	17.7%	17.1%	14.3%	15.2%	14.1%	16.2%	13.1%	13.2%	16.0%	16.9%	15.8%	14.2%	20.1%
Computer and Mathematics Occupations	16.3%	18.2%	13.3%	14.4%	13.6%	16.4%	14.8%	14.1%	16.1%	18.8%	16.9%	14.8%	18.2%
Architecture and Engineering Occupations	13.9%	18.9%	12.9%	11.0%	13.1%	12.5%	12.1%	11.2%	16.4%	17.3%	15.4%	14.2%	17.4%
Physical, Social and Life Sciences Occupations	13.7%	13.8%	10.5%	11.1%	11.8%	13.3%	10.6%	9.9%	11.3%	11.8%	14.4%	12.9%	12.3%
Community and Social Services Occupations	16.9%	12.9%	13.2%	12.6%	16.3%	15.3%	9.7%	12.5%	11.7%	14.6%	14.8%	14.0%	13.1%
Legal and Related Occupations	15.5%	18.7%	10.7%	14.8%	13.1%	16.9%	12.5%	10.8%	13.8%	15.9%	20.6%	15.4%	17.1%
Education and Library Occupations	11.4%	11.0%	6.1%	6.5%	6.0%	9.8%	5.1%	8.7%	5.6%	7.9%	7.6%	7.7%	7.1%
Artistic and Creative Occupations	20.7%	20.2%	15.0%	15.8%	17.0%	18.2%	15.9%	16.1%	19.6%	18.7%	18.5%	16.0%	19.5%
Health Care Professional and Technical Occupations	14.6%	11.5%	12.4%	9.4%	24.3%	14.2%	9.7%	13.5%	10.6%	19.8%	12.7%	14.6%	12.9%
Health Care Support Occupations	18.0%	16.0%	17.1%	13.5%	24.4%	18.1%	10.7%	18.2%	15.3%	19.8%	16.2%	18.4%	16.8%
Protective Services Occupations	25.3%	21.7%	22.6%	18.4%	18.9%	24.0%	12.2%	15.4%	19.7%	14.6%	16.8%	24.7%	28.6%
Food Service Occupations	47.0%	46.4%	41.6%	41.7%	48.3%	48.6%	34.2%	39.1%	38.7%	45.3%	43.1%	38.4%	46.4%
Building and Grounds Maintenance Occupations	38.0%	29.8%	31.9%	28.4%	29.1%	35.6%	21.0%	35.1%	28.7%	26.4%	27.1%	35.7%	38.8%
Personal Service Occupations	27.7%	17.4%	19.3%	19.2%	22.1%	20.4%	15.0%	18.5%	19.7%	21.3%	20.9%	19.0%	20.5%
Sales and Related Occupations	27.0%	32.4%	22.4%	25.4%	22.5%	24.1%	23.4%	28.4%	24.7%	27.6%	24.3%	22.5%	27.4%
Administrative and Clerical Occupations	20.5%	21.5%	17.0%	17.8%	17.2%	18.8%	15.4%	18.1%	17.4%	19.6%	17.5%	16.8%	21.8%
Agricultural, Fishing and Forestry Occupations	27.0%	21.0%	21.3%	44.6%	25.9%	32.7%	33.1%	22.0%	29.7%	24.0%	27.2%	19.1%	21.4%
Construction and Mining Occupations	30.1%	26.8%	23.7%	29.4%	22.7%	23.5%	26.3%	24.5%	27.7%	30.9%	24.0%	24.7%	37.4%
Installation and Repair Occupations	20.3%	18.6%	17.2%	18.1%	18.3%	15.7%	15.9%	17.7%	17.4%	22.8%	17.3%	15.4%	21.2%
Production Occupations	16.9%	22.0%	15.7%	13.4%	17.4%	12.5%	16.5%	14.9%	15.2%	16.7%	16.7%	15.6%	21.7%
Transportation and Material Moving Occupations	24.1%	24.1%	20.0%	21.0%	22.6%	19.4%	18.7%	20.7%	18.7%	22.3%	20.3%	19.6%	24.3%
Total	20.6%	23.8%	19.1%	19.8%	21.3%	20.5%	17.3%	20.2%	19.4%	22.9%	20.2%	19.6%	24.4%

Separators as Percentage of Employment for Occupational Clusters Statewide and Regions 1st Quarter 2006

Occupational Clusters	State	I	II	III	IV	V	VI	VII	VIII	IX	X	Jeff	Mobile
Architecture and Engineering	14.4%	19.0%	13.2%	12.4%	13.2%	13.9%	13.1%	12.3%	17.0%	21.5%	15.9%	13.7%	18.2%
Science and Math	10.0%	11.6%	8.9%	8.6%	9.7%	11.5%	7.8%	9.1%	10.3%	8.5%	12.8%	11.9%	8.8%
Social and Government Services	8.0%	10.8%	7.0%	7.1%	7.3%	10.5%	5.9%	8.3%	6.4%	8.5%	8.5%	8.5%	8.0%
Professional and Technical Business Services	17.0%	18.9%	15.7%	17.2%	15.2%	19.3%	15.1%	15.9%	18.6%	18.0%	17.8%	15.7%	22.1%
Management	17.2%	19.8%	15.9%	17.0%	16.2%	17.5%	14.3%	15.6%	17.4%	19.1%	17.4%	16.6%	21.3%
Artistic	18.4%	23.7%	15.9%	16.3%	18.2%	18.9%	14.3%	17.7%	19.7%	20.0%	19.7%	17.7%	21.7%
Medical Professional	13.0%	10.3%	11.3%	8.4%	24.7%	13.3%	9.1%	12.3%	9.4%	19.7%	12.0%	13.9%	11.6%
Medical – Technical	14.9%	12.6%	13.5%	11.0%	23.4%	15.8%	10.5%	14.8%	12.3%	19.5%	13.6%	15.5%	14.5%
Medical – Support	16.8%	15.7%	16.5%	13.2%	22.9%	17.4%	10.6%	17.0%	14.5%	19.1%	15.8%	17.6%	16.1%
Office	18.0%	20.2%	16.9%	17.8%	17.0%	18.7%	15.0%	17.7%	17.4%	19.7%	17.5%	17.0%	21.9%
Personal Services	24.1%	22.3%	24.3%	22.3%	24.0%	25.8%	16.5%	23.2%	23.3%	22.1%	22.8%	25.3%	27.0%
Lodging, Food Service and Hospitality	39.2%	41.8%	37.8%	37.9%	44.0%	44.7%	30.6%	37.4%	35.6%	41.3%	38.3%	36.8%	44.0%
Sales	24.5%	33.3%	22.1%	24.9%	22.9%	23.7%	23.2%	28.5%	24.0%	27.3%	23.9%	22.5%	26.8%
Installation and Repair Technicians	18.0%	19.2%	17.3%	18.0%	20.1%	15.7%	17.0%	17.4%	17.4%	22.0%	17.7%	16.6%	21.4%
Construction	25.5%	25.6%	23.0%	28.5%	21.6%	22.3%	24.9%	23.8%	26.8%	29.5%	22.6%	23.3%	35.7%
Machine Operation and General Manufacturing	16.5%	20.7%	16.1%	13.2%	17.7%	12.6%	14.4%	15.3%	14.9%	16.1%	16.7%	16.4%	22.9%
Skilled Manufacturing	16.9%	26.3%	14.3%	15.2%	17.4%	12.1%	22.8%	14.5%	18.5%	19.7%	16.2%	15.1%	21.4%
Hourly Worker Supervision	18.2%	21.2%	16.8%	18.7%	18.6%	14.8%	17.0%	16.8%	17.3%	22.0%	18.2%	16.4%	24.8%
Transportation – Licensed	18.0%	21.7%	17.3%	19.4%	21.9%	15.8%	16.2%	16.0%	16.0%	21.6%	18.7%	15.9%	20.1%
Transportation – Helpers	22.6%	25.0%	21.2%	21.9%	22.5%	21.0%	19.9%	23.8%	20.0%	22.2%	21.1%	22.4%	27.4%
Agriculture, Forestry and Fishing	25.5%	21.8%	20.3%	40.6%	24.6%	28.2%	31.9%	22.1%	27.3%	23.8%	25.1%	21.8%	25.6%
Total	20.6%	23.8%	19.1%	19.8%	21.3%	20.5%	17.3%	20.2%	19.4%	22.9%	20.2%	19.6%	24.4%

Section 4 – Regional Reports

Overview

While a considerable amount of regional information has been provided in previous sections, the following pages provide the reader with a summary profile of each of Alabama's 12 regions. The regional summary will include:

- An estimate of the overall labor supply detailing the sources of that supply
- A detailed look at the separator pool at the 3 digit NAICS industry level
- Aggregate occupational analysis
- County level detail on unemployed workers and those waiting on the sidelines

The summaries are designed to provide a quick snapshot of the regional labor supply picture and provide some guidance for employers and workforce professionals seeking workers.

Region 1 – Summary Northwest Alabama

The Regional Labor Supply Scorecard Region 1 1st Quarter 2006 (Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
26,097		16,683	1,489	853	1,627	5,444
32.9%		21.0%	1.9%	1.1%	2.1%	6.9%

Region 1 has a total labor supply of over 26,000 representing about 33% of its 1st quarter of 2006 employment base. Over 70% of that supply has been employed recently and has either changed jobs or is experiencing a spell of unemployment between jobs. When comparing Region 1 to the other regions and Alabama as a whole, the Region 1 labor supply contains slightly fewer individuals with recent employment histories and depends more on those entering the labor force and those still remaining on the sidelines.

Region 1 has a higher overall separation rate when compared to the State as a whole (23.8% versus 20.6%). There are several occupation clusters with much higher separation rates – skilled manufacturing, sales and to some extent engineering. Medical workers, while generally stable overall are even less volatile than average in Region 1. The same basic pattern appears when the data is displayed using the Standard Occupational Code (SOC) job families.

Separations as a Percentage of Employment State/Region 1 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 1	Difference	Separations
Architecture and Engineering	14.4%	19.0%	4.6%	300
Science and Math	10.0%	11.6%	1.6%	46
Social and Government Services	8.0%	10.8%	2.8%	608
Professional and Technical Business Services	17.0%	18.9%	2.0%	947

Occupational Cluster	State	Region 1	Difference	Separations
Management	17.2%	19.8%	2.7%	611
Artistic	18.4%	23.7%	5.3%	79
Medical Professional	13.0%	10.3%	-2.7%	250
Medical -- Technical	14.9%	12.6%	-2.3%	200
Medical -- Support	16.8%	15.7%	-1.1%	424
Office	18.0%	20.2%	2.2%	1,847
Personal Services	24.1%	22.3%	-1.8%	456
Lodging, Food Service and Hospitality	39.2%	41.8%	2.6%	3,709
Sales	24.5%	33.3%	8.7%	3,369
Installation and Repair Technicians	18.0%	19.2%	1.2%	496
Construction	25.5%	25.6%	0.2%	860
Machine Operation and General Manufacturing	16.5%	20.7%	4.2%	1,673
Skilled Manufacturing	16.9%	26.3%	9.4%	728
Hourly Worker Supervision	18.2%	21.2%	3.0%	344
Transportation -- Licensed	18.0%	21.7%	3.8%	426
Transportation -- Helpers	22.6%	25.0%	2.5%	1,002
Agriculture, Forestry and Fishing	25.5%	21.8%	-3.7%	173
Total	20.6%	23.8%	3.2%	18,549

Separations as a Percentage of Employment
State/Region 1 Comparison
SOC Job Families
1st Quarter 2006

SOC Job Family	State	Region 1	Difference	Separations
Management Occupations	20.4%	20.2%	-0.2%	633
Business Operations and Finance Occupations	17.7%	17.1%	-0.5%	401
Computer and Mathematics Occupations	16.3%	18.2%	1.9%	187
Architecture and Engineering Occupations	13.9%	18.9%	5.0%	212
Physical, Social and Life Sciences Occupations	13.7%	13.8%	0.1%	66
Community and Social Services Occupations	16.9%	12.9%	-4.0%	107
Legal and Related Occupations	15.5%	18.7%	3.1%	52

SOC Job Family	State	Region 1	Difference	Separations
Education and Library Occupations	11.4%	11.0%	-0.4%	463
Artistic and Creative Occupations	20.7%	20.2%	-0.5%	125
Health Care Professional and Technical Occupations	14.6%	11.5%	-3.1%	442
Health Care Support Occupations	18.0%	16.0%	-2.0%	353
Protective Services Occupations	25.3%	21.7%	-3.7%	303
Food Service Occupations	47.0%	46.4%	-0.6%	3,024
Building and Grounds Maintenance Occupations	38.0%	29.8%	-8.2%	721
Personal Service Occupations	27.7%	17.4%	-10.3%	234
Sales and Related Occupations	27.0%	32.4%	5.4%	2,857
Administrative and Clerical Occupations	20.5%	21.5%	1.0%	2,512
Agricultural, Fishing and Forestry Occupations	27.0%	21.0%	-6.0%	118
Construction and Mining Occupations	30.1%	26.8%	-3.3%	896
Installation and Repair Occupations	20.3%	18.6%	-1.7%	604
Production Occupations	16.9%	22.0%	5.0%	2,683
Transportation and Material Moving Occupations	24.1%	24.1%	0.0%	1,554
Total	20.6%	23.8%	3.2%	18,549

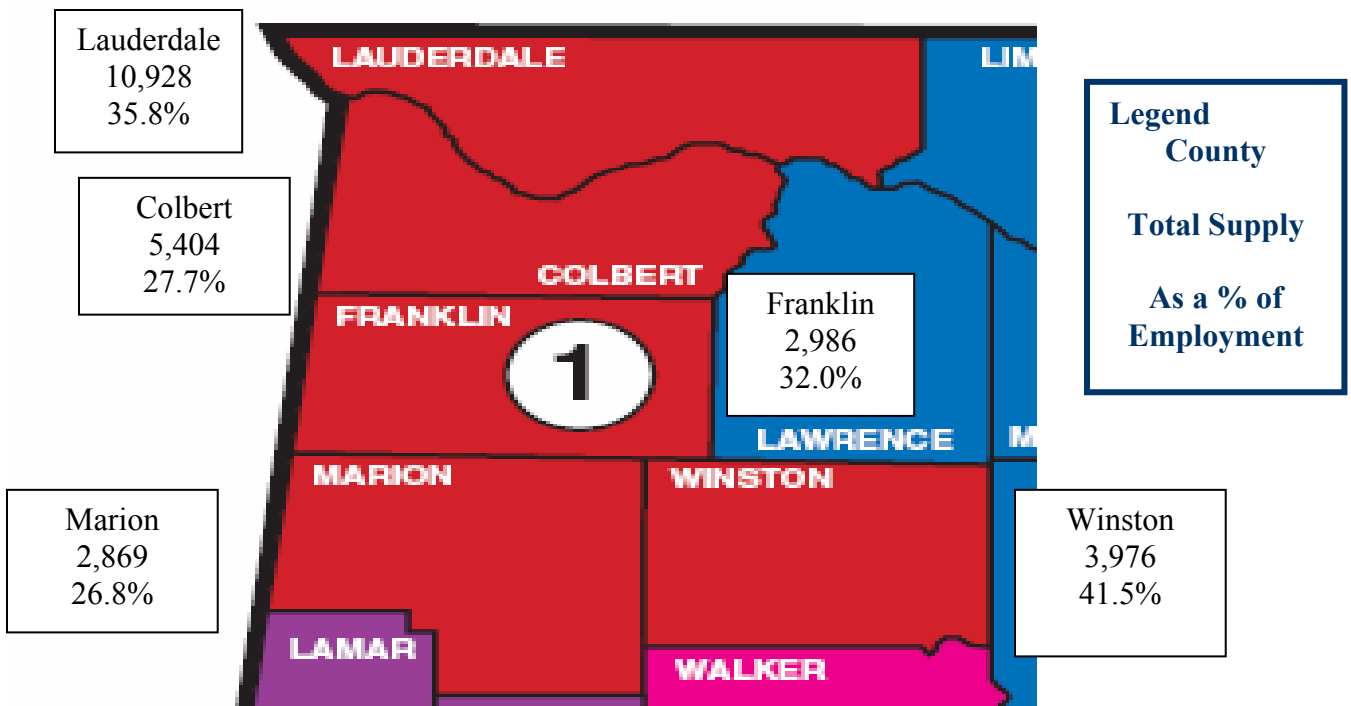
There are a significant number of workers on the move from one job to the next in every occupational category. With 18,000 workers on the move, a new large factory or office complex could easily be staffed with the flow that is already in motion.

Regional Labor Supply County Distribution 1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Colbert County	3,774	417	1,213	5,404	27.7%
Franklin County	1,866	217	903	2,986	32.0%
Lauderdale County	8,388	650	1,891	10,928	35.8%
Marion County	2,431	182	255	2,869	26.8%
Winston County	2,606	162	1,208	3,976	41.5%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau

Lauderdale County represents the largest employment base in the region and the largest source of labor supply. Marion County is most dependent on job changers to fill its supply needs with over 85% of available workers in the separator category. Winston, by contrast has more than a third of its labor supply without recent employment experience.



Region 2 – Summary Huntsville and Northeast Alabama

The Regional Labor Supply Scorecard Region 2 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
93,981		58,523	4,502	3,628	5,650	21,678
27.0%		16.8%	1.3%	1.0%	1.6%	6.2%

Region 2 has a total labor supply of nearly 94,000 representing 27% of its 1st quarter of 2006 employment base. Over 70% of that supply has been employed recently and has either changed jobs or is experiencing a spell of unemployment between jobs. When comparing Region 2 to the other regions and Alabama as a whole, the Region 2 labor supply contains slightly fewer individuals with recent employment histories and depends more on those entering the labor force and those still remaining on the sidelines. The sideline pool is large compared with other areas in the State despite the fact that Region 2's labor participation rate is above the national average and second highest in the State. Nearly 3.5% of the over 18 population would have to join the labor force before the labor participation rate reaches its 2000 peak of 70.2%.

Separations as a Percentage of Employment State/Region 2 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 2	Difference	Separations
Architecture and Engineering	14.4%	13.2%	-1.1%	1,918
Science and Math	10.0%	8.9%	-1.1%	224
Social and Government Services	8.0%	7.0%	-1.0%	1,566
Professional and Technical Business Services	17.0%	15.7%	-1.2%	4,424
Management	17.2%	15.9%	-1.3%	2,526

Occupational Cluster	State	Region 2	Difference	Separations
Artistic	18.4%	15.9%	-2.5%	378
Medical Professional	13.0%	11.3%	-1.7%	1,061
Medical -- Technical	14.9%	13.5%	-1.3%	864
Medical -- Support	16.8%	16.5%	-0.3%	1,552
Office	18.0%	16.9%	-1.1%	7,210
Personal Services	24.1%	24.3%	0.2%	1,942
Lodging, Food Service and Hospitality	39.2%	37.8%	-1.4%	14,311
Sales	24.5%	22.1%	-2.5%	9,469
Installation and Repair Technicians	18.0%	17.3%	-0.7%	2,102
Construction	25.5%	23.0%	-2.5%	2,832
Machine Operation and General Manufacturing	16.5%	16.1%	-0.4%	5,643
Skilled Manufacturing	16.9%	14.3%	-2.6%	881
Hourly Worker Supervision	18.2%	16.8%	-1.4%	1,104
Transportation -- Licensed	18.0%	17.3%	-0.7%	1,521
Transportation -- Helpers	22.6%	21.2%	-1.3%	3,209
Agriculture, Forestry and Fishing	25.5%	20.3%	-5.2%	662
Total	20.6%	19.1%	-1.4%	65,399

Region 2 has a below average separation rate when compared to the State as a whole (19.1% versus 20.6%). All but one of the clusters has lower than average separation rates. The same basic pattern appears when the data is displayed using the Standard Occupational Code (SOC) job families.

Separations as a Percentage of Employment **State/Region 2 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 2	Difference	Separations
Management Occupations	20.4%	16.6%	-3.8%	2,533
Business Operations and Finance Occupations	17.7%	14.3%	-3.4%	1,796
Computer and Mathematics Occupations	16.3%	13.3%	-3.0%	1,187
Architecture and Engineering Occupations	13.9%	12.9%	-1.0%	1,313
Physical, Social and Life Sciences	13.7%	10.5%	-3.3%	336

SOC Job Family	State	Region 2	Difference	Separations
Occupations				
Community and Social Services Occupations	16.9%	13.2%	-3.7%	398
Legal and Related Occupations	15.5%	10.7%	-4.8%	343
Education and Library Occupations	11.4%	6.1%	-5.4%	1,047
Artistic and Creative Occupations	20.7%	15.0%	-5.7%	594
Health Care Professional and Technical Occupations	14.6%	12.4%	-2.2%	1,836
Health Care Support Occupations	18.0%	17.1%	-0.9%	1,330
Protective Services Occupations	25.3%	22.6%	-2.8%	1,170
Food Service Occupations	47.0%	41.6%	-5.5%	11,325
Building and Grounds Maintenance Occupations	38.0%	31.9%	-6.1%	3,049
Personal Service Occupations	27.7%	19.3%	-8.5%	1,021
Sales and Related Occupations	27.0%	22.4%	-4.7%	8,296
Administrative and Clerical Occupations	20.5%	17.0%	-3.4%	9,154
Agricultural, Fishing and Forestry Occupations	27.0%	21.3%	-5.7%	372
Construction and Mining Occupations	30.1%	23.7%	-6.4%	2,961
Installation and Repair Occupations	20.3%	17.2%	-3.1%	2,475
Production Occupations	16.9%	15.7%	-1.2%	7,687
Transportation and Material Moving Occupations	24.1%	20.0%	-4.1%	5,176
Total	20.6%	19.1%	-1.4%	65,399

The region 2 economy is anchored by Huntsville with a diverse and technologically sophisticated set of industries. The long-term presence of the Army's Redstone Arsenal in Huntsville has been an anchor for the local economy making it a technology hub and literally attracting "rocket scientists" and other highly skilled workers. The recent addition of two engine facilities – Toyota and International Diesel – has added another type of transportation equipment to the mix.

There are a significant number of workers on the move from one job to the next in every occupational category. While the percentage of separators in nearly all categories is below the statewide average, Region 2's economy is robust and the sheer number of workers moving to new opportunities means new employers will find a large pool for educated and trained workers to choose from.

Regional Labor Supply – Region 2

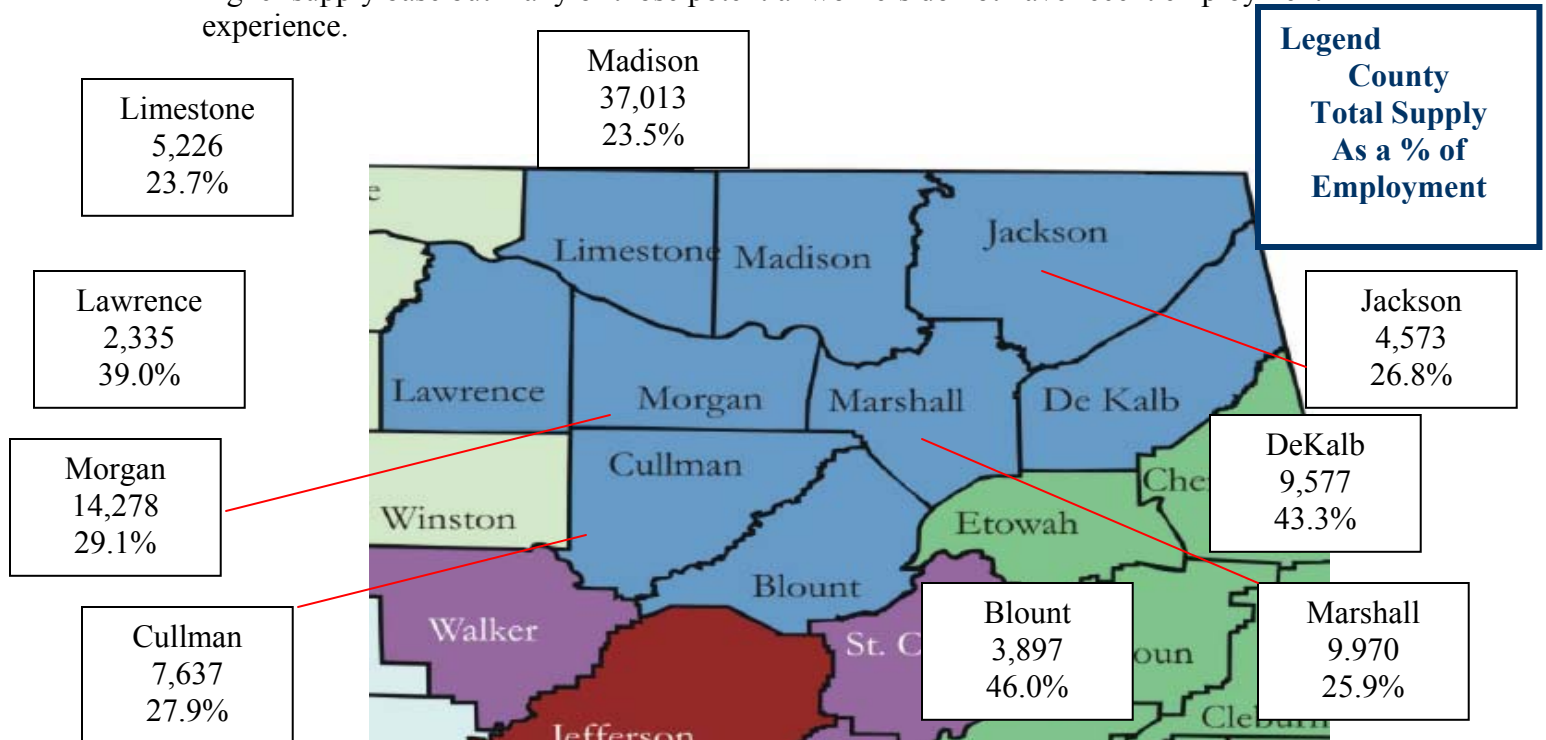
County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re-Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Blount County	1,788	294	1,815	3,897	46.0%
Cullman County	5,230	483	1,924	7,637	27.9%
DeKalb County	5,550	488	3,539	9,577	43.3%
Jackson County	2,570	444	1,559	4,573	26.8%
Lawrence County	917	280	1,138	2,335	39.0%
Limestone County	3,490	493	1,253	5,236	23.7%
Madison County	29,446	1,840	5,726	37,013	23.5%
Marshall County	8,270	505	1,195	9,970	25.9%
Morgan County	9,550	822	3,906	14,278	29.1%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau

Madison is the employment hub of the region and represents 40% of the available labor supply even though that supply represents the smallest fraction of the overall employment base for any county on the region. The more rural, outlying counties have a higher supply base but many of those potential workers do not have recent employment experience.



Region 3 – Summary Tuscaloosa Area

The Regional Labor Supply Scorecard Region 3 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
23,974		18,313	1,182	1,159	1,627	1,693
22.9%		17.5%	1.1%	1.1%	1.6%	1.6%

Region 3 has the tightest labor supply in the State and the second lowest regional unemployment rate. The tightness is driven in part because Tuscaloosa County, the employment center for the region has a labor participation rate that has exceeded its 2000 peak and the national average for labor participation. Despite the relative tightness, there are still more than 20,000 workers in the region moving from job to job during the quarter and an untapped supply in the more rural counties of the region.

Region 3 has a below average separation rate when compared to the State as a whole (19.8% versus 20.6%). All but one of the clusters has lower than average separation rates. The same basic pattern appears when the data is displayed using the Standard Occupational Code (SOC) job families.

Separations as a Percentage of Employment State/Region 3 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 3	Difference	Separations
Architecture and Engineering	14.4%	12.4%	-2.0%	323
Science and Math	10.0%	8.6%	-1.3%	51
Social and Government Services	8.0%	7.1%	-1.0%	646
Professional and Technical Business Services	17.0%	17.2%	0.2%	1,090
Management	17.2%	17.0%	-0.1%	714

Occupational Cluster	State	Region 3	Difference	Separations
Artistic	18.4%	16.3%	-2.1%	90
Medical Professional	13.0%	8.4%	-4.6%	308
Medical -- Technical	14.9%	11.0%	-3.9%	240
Medical -- Support	16.8%	13.2%	-3.6%	448
Office	18.0%	17.8%	-0.1%	2,077
Personal Services	24.1%	22.3%	-1.8%	636
Lodging, Food Service and Hospitality	39.2%	37.9%	-1.3%	4,191
Sales	24.5%	24.9%	0.3%	2,821
Installation and Repair Technicians	18.0%	18.0%	0.0%	687
Construction	25.5%	28.5%	3.1%	1,788
Machine Operation and General Manufacturing	16.5%	13.2%	-3.4%	1,246
Skilled Manufacturing	16.9%	15.2%	-1.7%	352
Hourly Worker Supervision	18.2%	18.7%	0.5%	417
Transportation -- Licensed	18.0%	19.4%	1.4%	598
Transportation -- Helpers	22.6%	21.9%	-0.6%	964
Agriculture, Forestry and Fishing	25.5%	40.6%	15.1%	612
Total	20.6%	19.8%	-0.8%	20,298

Separations as a Percentage of Employment
State/Region 3 Comparison
SOC Job Families
1st Quarter 2006

SOC Job Family	State	Region 3	Difference	Separations
Management Occupations	20.4%	17.4%	-3.0%	749
Business Operations and Finance Occupations	17.7%	15.2%	-2.5%	475
Computer and Mathematics Occupations	16.3%	14.4%	-1.9%	221
Architecture and Engineering Occupations	13.9%	11.0%	-2.9%	210
Physical, Social and Life Sciences Occupations	13.7%	11.1%	-2.7%	78
Community and Social Services Occupations	16.9%	12.6%	-4.3%	147
Legal and Related Occupations	15.5%	14.8%	-0.7%	63
Education and Library Occupations	11.4%	6.5%	-4.9%	473

SOC Job Family	State	Region 3	Difference	Separations
Artistic and Creative Occupations	20.7%	15.8%	-4.9%	157
Health Care Professional and Technical Occupations	14.6%	9.4%	-5.2%	526
Health Care Support Occupations	18.0%	13.5%	-4.5%	366
Protective Services Occupations	25.3%	18.4%	-6.9%	306
Food Service Occupations	47.0%	41.7%	-5.3%	3,440
Building and Grounds Maintenance Occupations	38.0%	28.4%	-9.6%	812
Personal Service Occupations	27.7%	19.2%	-8.6%	389
Sales and Related Occupations	27.0%	25.4%	-1.6%	2,500
Administrative and Clerical Occupations	20.5%	17.8%	-2.7%	2,585
Agricultural, Fishing and Forestry Occupations	27.0%	44.6%	17.6%	565
Construction and Mining Occupations	30.1%	29.4%	-0.7%	1,968
Installation and Repair Occupations	20.3%	18.1%	-2.2%	803
Production Occupations	16.9%	13.4%	-3.6%	1,770
Transportation and Material Moving Occupations	24.1%	21.0%	-3.1%	1,695
Total	20.6%	19.8%	-0.8%	20,298

The location of the Mercedes-Benz facility in the region has facilitated the smooth transition of the local economy from textiles and other manufacturing to advanced manufacturing related to the auto industry. That transition should provide comfort to new businesses seeking to locate in the area. They will find a workforce ready to work and willing to adapt. It is useful to note the parallels to Region 5 which has experienced its own economic transformation driven by the location of the Honda facility in Talladega County.

The economic impact of the University of Alabama as an innovation and research engine cannot be understated. The student body itself represents a renewing talent pool. While not all graduates will stay in the area, the growth of the local economy makes that more likely.

There are pockets of talent in the rural counties just waiting to be tapped by the right opportunity.

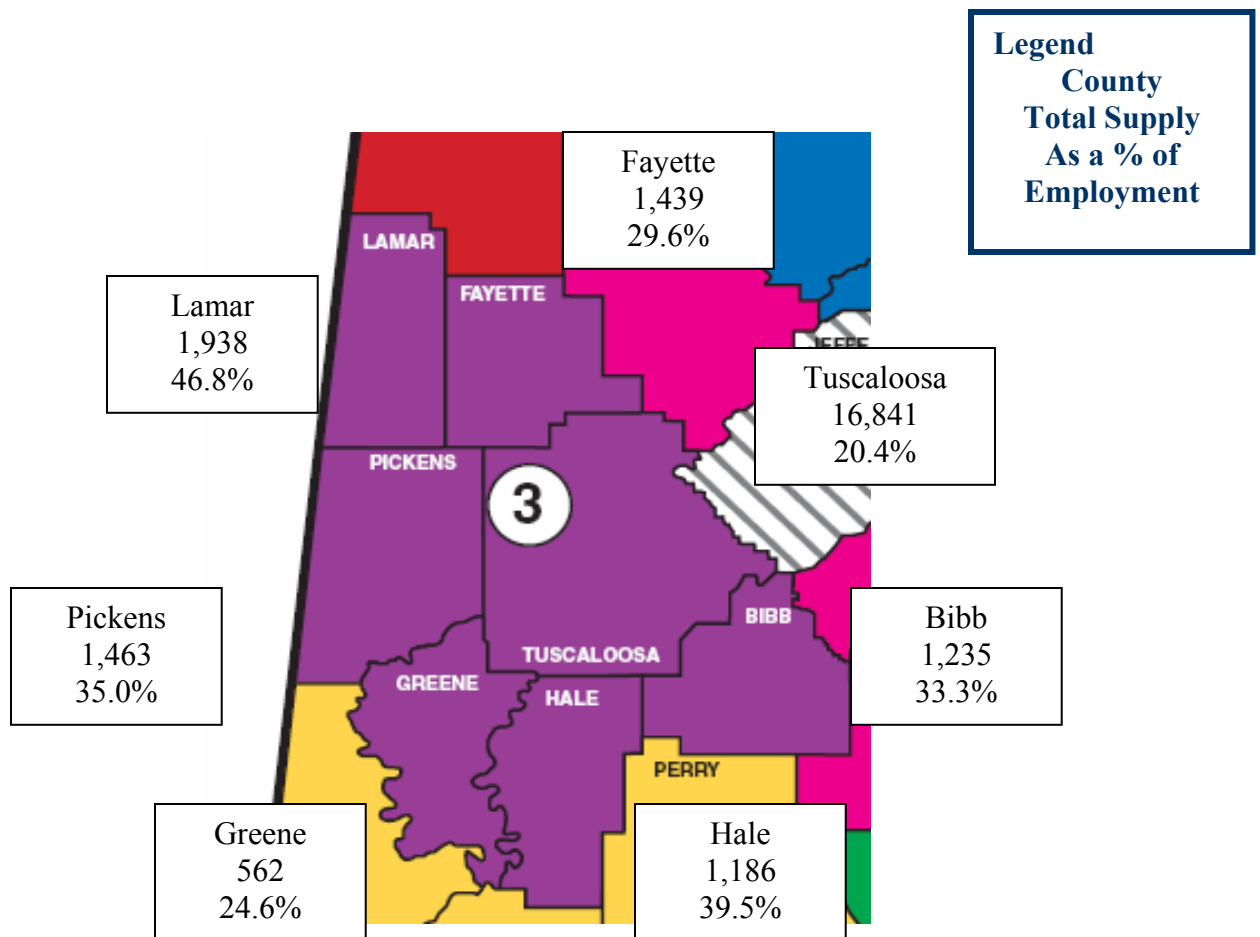
Regional Labor Supply – Region 3

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Bibb County	783	124	328	1,235	33.3%
Fayette County	905	108	426	1,439	29.6%
Greene County	490	72	Above	562	24.6%
Hale County	600	127	459	1,186	39.5%
Lamar County	857	105	977	1,938	46.8%
Pickens County	1,199	127	137	1,463	35.0%
Tuscaloosa County	15,878	963	Above	16,841	20.4%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Region 4 – Summary Birmingham Suburban

The Regional Labor Supply Scorecard Region 4 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
38,044		21,641	1,393	1,662	2,123	11,225
32.7%		18.6%	1.2%	1.4%	1.8%	9.7%

A full third of the Region 4 labor supply is made up of sideline sitters and recent entrants to the labor market. This large supply of labor on the sidelines comes despite the fact that Region 4 has the highest labor participation rate in the entire State at 66.9% and an unemployment rate of under 3% (the lowest in the State). It is a testament to the “build it and they will come” labor market.

The employment base in Region 4 is strong in its own right but still dominated by the much larger economic engine in Birmingham and Jefferson County. According to the 2000 Census, over half of the region’s residents travel to another county to work. That fact is easy to see every weekday morning on I-65 or I-20. The local employment base is more heavily weighted toward office rather than factory work. New construction to house a growing population and emerging retail to serve it also play a big part.

Separations as a Percentage of Employment State/Region 4 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 4	Difference	Separations
Architecture and Engineering	14.4%	13.2%	-1.1%	430
Science and Math	10.0%	9.7%	-0.3%	64
Social and Government Services	8.0%	7.3%	-0.8%	602
Professional and Technical Business	17.0%	15.2%	-1.7%	1,665

Occupational Cluster	State	Region 4	Difference	Separations
Services				
Management	17.2%	16.2%	-0.9%	894
Artistic	18.4%	18.2%	-0.3%	119
Medical Professional	13.0%	24.7%	11.7%	649
Medical -- Technical	14.9%	23.4%	8.5%	430
Medical -- Support	16.8%	22.9%	6.1%	725
Office	18.0%	17.0%	-1.0%	2,721
Personal Services	24.1%	24.0%	-0.1%	690
Lodging, Food Service and Hospitality	39.2%	44.0%	4.8%	5,571
Sales	24.5%	22.9%	-1.6%	3,766
Installation and Repair Technicians	18.0%	20.1%	2.1%	763
Construction	25.5%	21.6%	-3.9%	1,468
Machine Operation and General				
Manufacturing	16.5%	17.7%	1.2%	1,174
Skilled Manufacturing	16.9%	17.4%	0.5%	262
Hourly Worker Supervision	18.2%	18.6%	0.4%	396
Transportation -- Licensed	18.0%	21.9%	3.9%	675
Transportation -- Helpers	22.6%	22.5%	0.0%	1,007
Agriculture, Forestry and Fishing	25.5%	24.6%	-0.9%	210
Total	20.6%	21.3%	0.7%	24,279

Region 4 has an above average separation rate when compared to the State as a whole (21.3% versus 20.6%). Despite this overall rate, many of the occupational clusters and SOC job families show a higher degree of stability than in the rest of the state. The major exception is in the health care field where all occupational groupings show significantly higher turnover and the more skilled the occupation, the higher the velocity. This may again be driven by the proximity to Birmingham and its numerous hospital and medical facilities making the opportunities to switch more plentiful.

Separations as a Percentage of Employment **State/Region 4 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 4	Difference	Separations
Management Occupations	20.4%	17.8%	-2.6%	935
Business Operations and Finance Occupations	17.7%	14.1%	-3.6%	721

SOC Job Family	State	Region 4	Difference	Separations
Computer and Mathematics Occupations	16.3%	13.6%	-2.7%	361
Architecture and Engineering Occupations	13.9%	13.1%	-0.8%	251
Physical, Social and Life Sciences Occupations	13.7%	11.8%	-1.9%	103
Community and Social Services Occupations	16.9%	16.3%	-0.7%	181
Legal and Related Occupations	15.5%	13.1%	-2.4%	100
Education and Library Occupations	11.4%	6.0%	-5.5%	379
Artistic and Creative Occupations	20.7%	17.0%	-3.8%	192
Health Care Professional and Technical Occupations	14.6%	24.3%	9.7%	1,033
Health Care Support Occupations	18.0%	24.4%	6.5%	615
Protective Services Occupations	25.3%	18.9%	-6.5%	343
Food Service Occupations	47.0%	48.3%	1.2%	4,726
Building and Grounds Maintenance Occupations	38.0%	29.1%	-8.9%	879
Personal Service Occupations	27.7%	22.1%	-5.6%	427
Sales and Related Occupations	27.0%	22.5%	-4.5%	3,357
Administrative and Clerical Occupations	20.5%	17.2%	-3.2%	3,502
Agricultural, Fishing and Forestry Occupations	27.0%	25.9%	-1.1%	153
Construction and Mining Occupations	30.1%	22.7%	-7.4%	1,546
Installation and Repair Occupations	20.3%	18.3%	-2.0%	1,005
Production Occupations	16.9%	17.4%	0.4%	1,611
Transportation and Material Moving Occupations	24.1%	22.6%	-1.5%	1,859
Total	20.6%	21.3%	0.7%	24,279

The more rural counties in the region have abundant supplies of labor, particularly labor on the sidelines. For potential workers in those areas, it may simply be a matter of motivation, seeing the right opportunity that makes it worth joining the lines of cars on the Interstate.

Shelby County has both a large group of mobile workers, and despite a county labor participation rate of over 75% still has another 4 percentage points before it reaches its 2000 peak.

There is room to grow in Region 4.

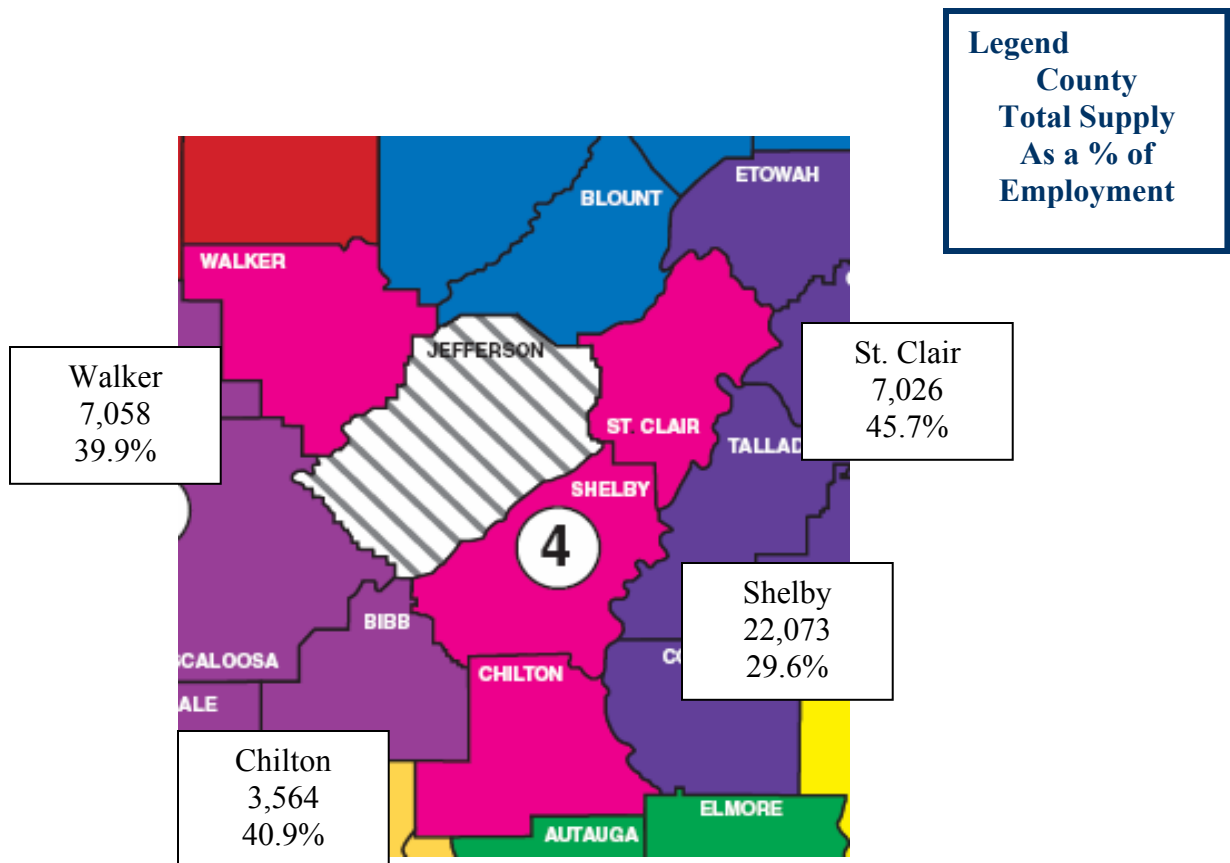
Regional Labor Supply – Region 4

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Chilton County	1,856	251	1,456	3,564	40.9%
Shelby County	14,819	402	6,852	22,073	29.6%
St. Clair County	3,553	899	2,574	7,026	45.7%
Walker County	4,538	571	1,970	7,078	39.9%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Summary Birmingham and Jefferson County

The Regional Labor Supply Scorecard Jefferson County 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
97,143		66,909	4,101	2,481	4,574	19,078
26.0%		17.9%	1.1%	0.7%	1.2%	5.1%

Birmingham and surrounding Jefferson County is the major economic engine in central Alabama. Most of the county's workers stay in their home county to find work with under 10% commuting to another county for employment. (This rate is 4th highest in the State behind only Mobile, Montgomery and Madison-Huntsville.) Despite the ample opportunities, the rate of job change is slightly lower than in the rest of the State. That might be driven in part because the average earnings are higher (by more than \$500 per month) and because the hassles of a long commute are not as big a factor.

There is a substantial internal sideline supply with the county nearly 4 percentage points below its 2000 labor participation rate peak. That internal supply is supplemented by the availability of workers from surrounding counties, many who are already commuting outside their home area for employment. The Jefferson County economy is diverse with manufacturing, finance, health care, education and professional services all providing substantial employment opportunities.

Separations as a Percentage of Employment State/Jefferson County Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Jefferson	Difference	Separations
Architecture and Engineering	14.4%	13.7%	-0.7%	1,446
Science and Math	10.0%	11.9%	2.0%	232

Occupational Cluster	State	Jefferson	Difference	Separations
Social and Government Services	8.0%	8.5%	0.4%	1,968
Professional and Technical Business Services	17.0%	15.7%	-1.2%	6,052
Management	17.2%	16.6%	-0.6%	2,886
Artistic	18.4%	17.7%	-0.8%	389
Medical Professional	13.0%	13.9%	1.0%	2,177
Medical -- Technical	14.9%	15.5%	0.6%	1,488
Medical -- Support	16.8%	17.6%	0.8%	2,315
Office	18.0%	17.0%	-0.9%	9,187
Personal Services	24.1%	25.3%	1.2%	2,555
Lodging, Food Service and Hospitality	39.2%	36.8%	-2.4%	14,333
Sales	24.5%	22.5%	-2.1%	11,511
Installation and Repair Technicians	18.0%	16.6%	-1.4%	1,899
Construction	25.5%	23.3%	-2.1%	4,008
Machine Operation and General Manufacturing	16.5%	16.4%	-0.1%	3,045
Skilled Manufacturing	16.9%	15.1%	-1.9%	493
Hourly Worker Supervision	18.2%	16.4%	-1.8%	981
Transportation -- Licensed	18.0%	15.9%	-2.1%	1,645
Transportation -- Helpers	22.6%	22.4%	-0.1%	3,129
Agriculture, Forestry and Fishing	25.5%	21.8%	-3.7%	317
Total	20.6%	19.6%	-1.0%	72,055

Jefferson has a below average separation rate when compared to the State as a whole (19.6% versus 20.6%). There is a slight echo of the higher than average health care volatility seen in the suburban region 4 but it is very slight.

Separations as a Percentage of Employment **State/Jefferson County Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Jefferson	Difference	Separations
Management Occupations	20.4%	16.8%	-3.6%	2,862
Business Operations and Finance Occupations	17.7%	14.2%	-3.5%	2,370
Computer and Mathematics Occupations	16.3%	14.8%	-1.5%	1,276

SOC Job Family	State	Jefferson	Difference	Separations
Architecture and Engineering Occupations	13.9%	14.2%	0.3%	838
Physical, Social and Life Sciences Occupations	13.7%	12.9%	-0.9%	363
Community and Social Services Occupations	16.9%	14.0%	-2.9%	556
Legal and Related Occupations	15.5%	15.4%	-0.1%	401
Education and Library Occupations	11.4%	7.7%	-3.8%	1,289
Artistic and Creative Occupations	20.7%	16.0%	-4.7%	655
Health Care Professional and Technical Occupations	14.6%	14.6%	0.0%	3,490
Health Care Support Occupations	18.0%	18.4%	0.4%	1,986
Protective Services Occupations	25.3%	24.7%	-0.7%	1,548
Food Service Occupations	47.0%	38.4%	-8.6%	10,876
Building and Grounds Maintenance Occupations	38.0%	35.7%	-2.3%	4,038
Personal Service Occupations	27.7%	19.0%	-8.7%	1,303
Sales and Related Occupations	27.0%	22.5%	-4.5%	10,291
Administrative and Clerical Occupations	20.5%	16.8%	-3.6%	11,924
Agricultural, Fishing and Forestry Occupations	27.0%	19.1%	-7.9%	105
Construction and Mining Occupations	30.1%	24.7%	-5.4%	4,210
Installation and Repair Occupations	20.3%	15.4%	-4.9%	2,564
Production Occupations	16.9%	15.6%	-1.3%	3,906
Transportation and Material Moving Occupations	24.1%	19.6%	-4.5%	5,204
Total	20.6%	19.6%	-1.0%	72,055

The more rural counties in the surrounding region have abundant supplies of labor driven, particularly labor on the sidelines. There are ample supplies of labor to sustain growth in Jefferson itself and in the surrounding areas.

Region 5 – Summary Talladega and Anniston Area

The Regional Labor Supply Scorecard Region 5 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
31,812		22,989	2,254	1,525	2,627	2,417
24.3%		17.6%	1.7%	1.2%	2.0%	1.8%

The economy of Region 5 has driven many workers off the sidelines (2 of the 8 counties, Cherokee and Talladega, have labor participation rates higher than their 2000 peak). Despite that shift, there is still room to move since the overall participation rate is still several points below the national average.

The auto industry, anchored by the Honda facility, is driving employment and bringing workers into the labor force. While the total supply is relatively low (second lowest in the State), it is still a healthy 24% of the employment base. Companies with attractive jobs should find a willing labor pool in the region itself and from neighboring regions.

The I-20 corridor that passes through the heart of the region makes it possible to draw workers from outside the region and for workers in the region to reach economic centers to the west and the east. According to the 2000 Census, over half of the residents in the region's rural counties will commute outside their home area to work.

Separations as a Percentage of Employment State/Region 5 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 5	Difference	Separations
Architecture and Engineering	14.4%	13.9%	-0.5%	440
Science and Math	10.0%	11.5%	1.6%	77
Social and Government Services	8.0%	10.5%	2.4%	1,135

Occupational Cluster	State	Region 5	Difference	Separations
Professional and Technical Business Services	17.0%	19.3%	2.3%	1,461
Management	17.2%	17.5%	0.4%	898
Artistic	18.4%	18.9%	0.4%	114
Medical Professional	13.0%	13.3%	0.4%	574
Medical -- Technical	14.9%	15.8%	1.0%	438
Medical -- Support	16.8%	17.4%	0.6%	830
Office	18.0%	18.7%	0.7%	2,747
Personal Services	24.1%	25.8%	1.7%	854
Lodging, Food Service and Hospitality	39.2%	44.7%	5.5%	6,646
Sales	24.5%	23.7%	-0.8%	3,615
Installation and Repair Technicians	18.0%	15.7%	-2.4%	721
Construction	25.5%	22.3%	-3.2%	1,083
Machine Operation and General Manufacturing	16.5%	12.6%	-3.9%	1,836
Skilled Manufacturing	16.9%	12.1%	-4.8%	409
Hourly Worker Supervision	18.2%	14.8%	-3.4%	392
Transportation -- Licensed	18.0%	15.8%	-2.1%	555
Transportation -- Helpers	22.6%	21.0%	-1.6%	1,192
Agriculture, Forestry and Fishing	25.5%	28.2%	2.7%	289
Total	20.6%	20.5%	-0.1%	26,305

Region 5 has a separation rate that is in line with the State average (20.5% versus 20.6%). Workers in Construction and Manufacturing are, however, more stable than their peers in other parts of the State. The occupational clusters and the SOC job families exhibit a similar pattern.

Separations as a Percentage of Employment **State/Region 5 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 5	Difference	Separations
Management Occupations	20.4%	18.2%	-2.2%	946
Business Operations and Finance Occupations	17.7%	16.2%	-1.5%	604
Computer and Mathematics Occupations	16.3%	16.4%	0.1%	306

SOC Job Family	State	Region 5	Difference	Separations
Architecture and Engineering Occupations	13.9%	12.5%	-1.4%	278
Physical, Social and Life Sciences Occupations	13.7%	13.3%	-0.4%	109
Community and Social Services Occupations	16.9%	15.3%	-1.6%	239
Legal and Related Occupations	15.5%	16.9%	1.4%	87
Education and Library Occupations	11.4%	9.8%	-1.6%	823
Artistic and Creative Occupations	20.7%	18.2%	-2.6%	193
Health Care Professional and Technical Occupations	14.6%	14.2%	-0.4%	960
Health Care Support Occupations	18.0%	18.1%	0.2%	702
Protective Services Occupations	25.3%	24.0%	-1.4%	513
Food Service Occupations	47.0%	48.6%	1.6%	5,477
Building and Grounds Maintenance Occupations	38.0%	35.6%	-2.4%	1,252
Personal Service Occupations	27.7%	20.4%	-7.3%	472
Sales and Related Occupations	27.0%	24.1%	-2.9%	3,144
Administrative and Clerical Occupations	20.5%	18.8%	-1.7%	3,487
Agricultural, Fishing and Forestry Occupations	27.0%	32.7%	5.6%	212
Construction and Mining Occupations	30.1%	23.5%	-6.6%	1,140
Installation and Repair Occupations	20.3%	15.7%	-4.6%	898
Production Occupations	16.9%	12.5%	-4.5%	2,534
Transportation and Material Moving Occupations	24.1%	19.4%	-4.7%	1,932
Total	20.6%	20.5%	-0.1%	26,305

The location of the Honda facility in Lincoln has facilitated the smooth transition of the local economy from textiles and other manufacturing to advanced manufacturing related to the auto industry. That transition should provide comfort to new businesses seeking to locate in the area. They will find a workforce ready to work and willing to adapt. It is useful to note the parallels to Region 3 which has experienced its own economic transformation driven by the location of the Mercedes-Benz facility in Tuscaloosa County.

The more rural counties in the region have abundant supplies of labor, particularly labor on the sidelines.

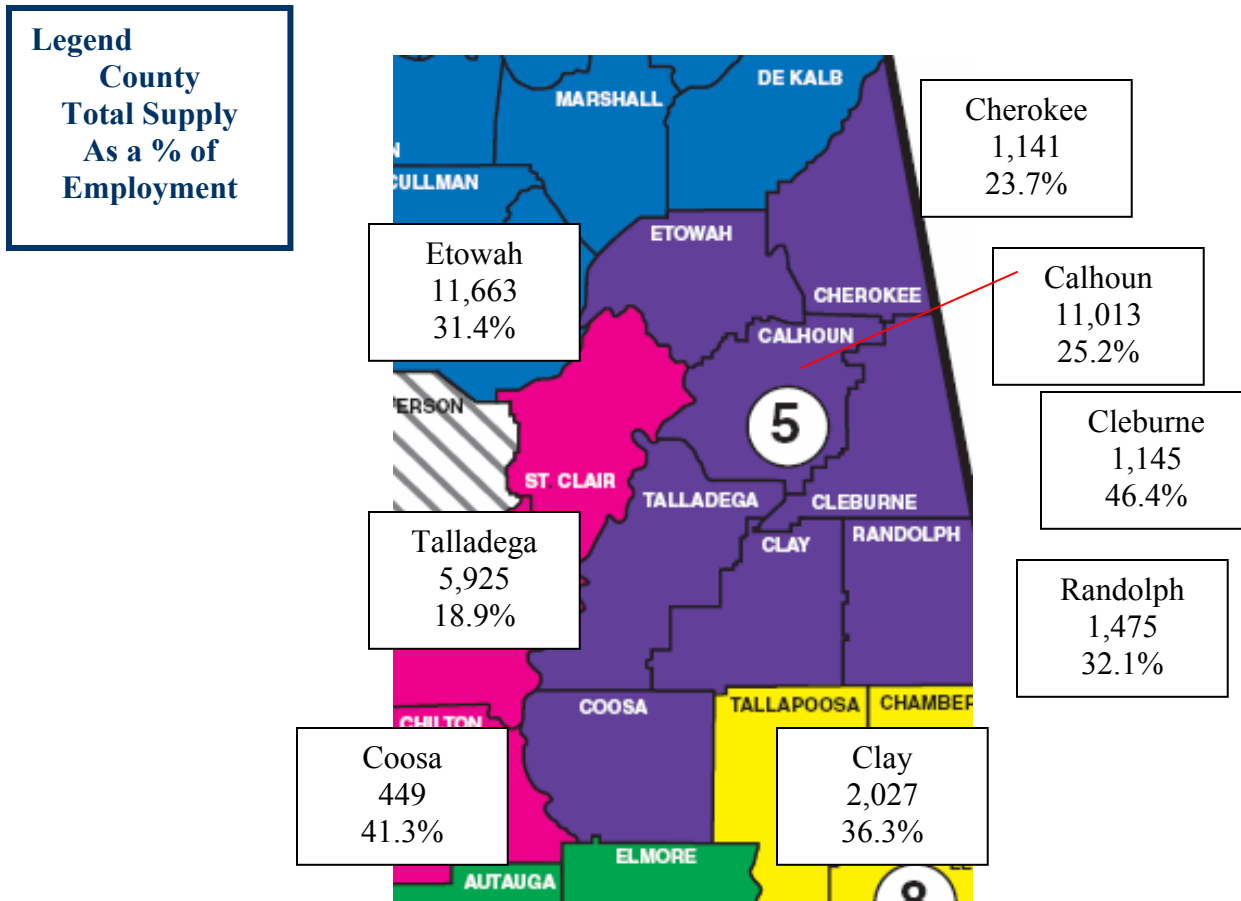
Regional Labor Supply – Region 5

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re-Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Calhoun County	9,525	750	738	11,013	25.2%
Cherokee County	979	162	Above	1,141	23.7%
Clay County	1,421	100	505	2,027	36.3%
Cleburne County	438	75	632	1,145	46.4%
Coosa County	190	83	176	449	41.3%
Etowah County	8,036	689	2,938	11,663	31.4%
Randolph County	901	165	410	1,475	32.1%
Talladega County	5,322	603	Above	5,925	18.9%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Region 6 – Summary Selma and West Central Area

The Regional Labor Supply Scorecard Region 6 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
10,477		4,442	746	603	937	3,749
31.4%		13.3%	2.2%	1.8%	2.8%	11.2%

Region 6 has the most stable workforce in the State with the lowest rate churn. That stability is evident in all occupational clusters and in all SOC job families (except agriculture). The labor participation rate is the lowest in the State (under 50%) and the proportion of the potential workforce that is on the sidelines is relatively high.

Dallas County and Selma are home to nearly 40% of the employment in the region. Marengo County accounts for another 20%. Both counties have strong manufacturing sectors with manufacturing employment accounting for about one third of the total jobs.

Separations as a Percentage of Employment State/Region 6 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 6	Difference	Separations
Architecture and Engineering	14.4%	13.1%	-1.3%	74
Science and Math	10.0%	7.8%	-2.2%	14
Social and Government Services	8.0%	5.9%	-2.2%	217
Professional and Technical Business Services	17.0%	15.1%	-1.8%	266
Management	17.2%	14.3%	-2.8%	186
Artistic	18.4%	14.3%	-4.1%	17
Medical Professional	13.0%	9.1%	-3.8%	101
Medical -- Technical	14.9%	10.5%	-4.4%	75

Occupational Cluster	State	Region 6	Difference	Separations
Medical -- Support	16.8%	10.6%	-6.2%	147
Office	18.0%	15.0%	-3.0%	553
Personal Services	24.1%	16.5%	-7.6%	159
Lodging, Food Service and Hospitality	39.2%	30.6%	-8.6%	988
Sales	24.5%	23.2%	-1.4%	880
Installation and Repair Technicians	18.0%	17.0%	-1.0%	199
Construction	25.5%	24.9%	-0.6%	306
Machine Operation and General				
Manufacturing	16.5%	14.4%	-2.1%	435
Skilled Manufacturing	16.9%	22.8%	5.9%	150
Hourly Worker Supervision	18.2%	17.0%	-1.2%	110
Transportation -- Licensed	18.0%	16.2%	-1.8%	160
Transportation -- Helpers	22.6%	19.9%	-2.6%	322
Agriculture, Forestry and Fishing	25.5%	31.9%	6.4%	342
Total	20.6%	17.3%	-3.2%	5,701

Region 6 has a separation rate that is substantially below the statewide average (17.3% versus 20.6%). Manufacturing is the most volatile but even there the turnover is below the State average. The occupational clusters and the SOC job families exhibit a similar pattern.

Separations as a Percentage of Employment **State/Region 6 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 6	Difference	Separations
Management Occupations	20.4%	14.9%	-5.5%	197
Business Operations and Finance				
Occupations	17.7%	13.1%	-4.6%	124
Computer and Mathematics				
Occupations	16.3%	14.8%	-1.5%	54
Architecture and Engineering				
Occupations	13.9%	12.1%	-1.8%	48
Physical, Social and Life Sciences				
Occupations	13.7%	10.6%	-3.1%	23
Community and Social Services				
Occupations	16.9%	9.7%	-7.2%	48

SOC Job Family	State	Region 6	Difference	Separations
Legal and Related Occupations	15.5%	12.5%	-3.0%	14
Education and Library Occupations	11.4%	5.1%	-6.3%	144
Artistic and Creative Occupations	20.7%	15.9%	-4.9%	36
Health Care Professional and Technical Occupations	14.6%	9.7%	-4.9%	170
Health Care Support Occupations	18.0%	10.7%	-7.3%	119
Protective Services Occupations	25.3%	12.2%	-13.1%	82
Food Service Occupations	47.0%	34.2%	-12.8%	763
Building and Grounds Maintenance Occupations	38.0%	21.0%	-17.0%	183
Personal Service Occupations	27.7%	15.0%	-12.7%	110
Sales and Related Occupations	27.0%	23.4%	-3.6%	765
Administrative and Clerical Occupations	20.5%	15.4%	-5.0%	719
Agricultural, Fishing and Forestry Occupations	27.0%	33.1%	6.1%	315
Construction and Mining Occupations	30.1%	26.3%	-3.8%	320
Installation and Repair Occupations	20.3%	15.9%	-4.4%	224
Production Occupations	16.9%	16.5%	-0.5%	719
Transportation and Material Moving Occupations	24.1%	18.7%	-5.4%	523
Total	20.6%	17.3%	-3.2%	5,701

The rural character of the region in part explains the relatively low job to job movement. But overall, there is a more than ample labor supply in Region 6. Companies seeking to locate here would find workers in all occupational categories with skills and experience and a supply of labor on the sidelines waiting for the opportunity to join a new company.

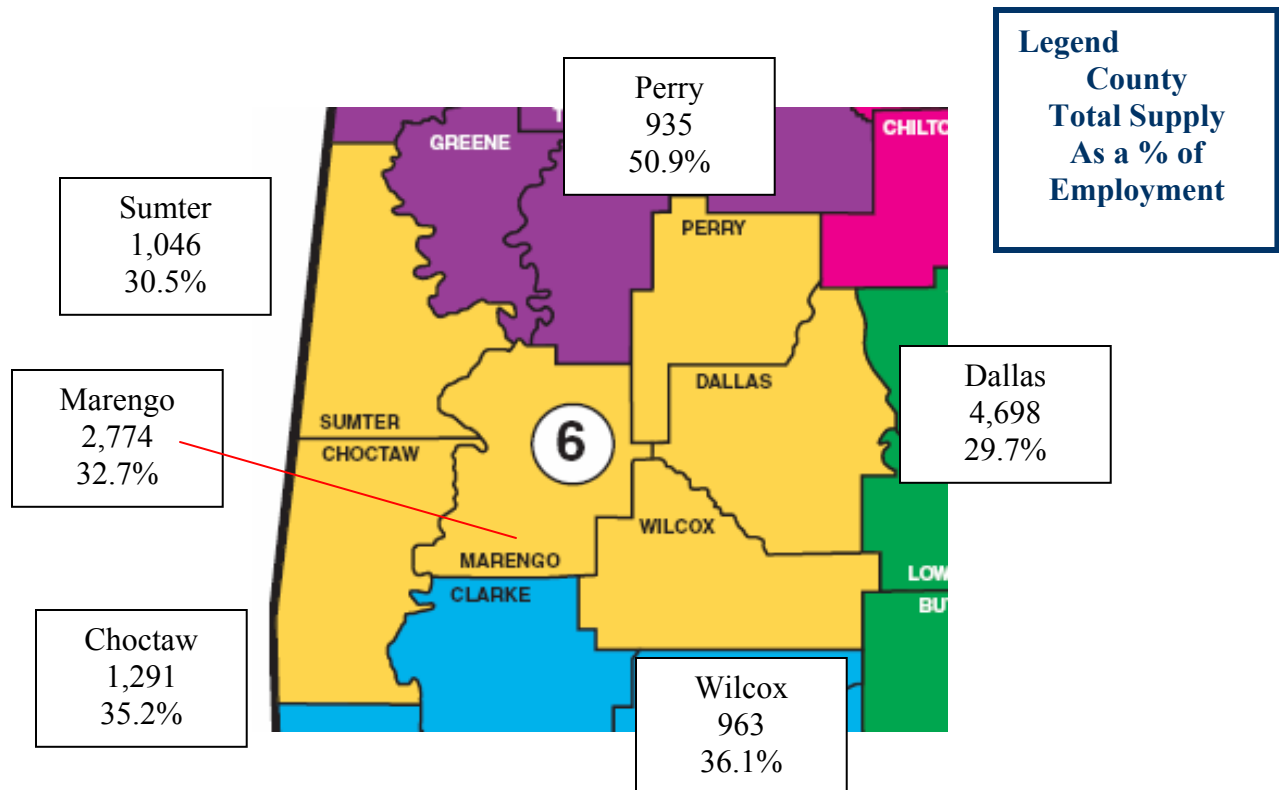
Regional Labor Supply – Region 6

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Choctaw County	586	103	603	1,291	35.2%
Dallas County	2,619	404	1,676	4,698	29.7%
Marengo County	2,472	138	164	2,774	32.7%
Perry County	330	88	517	935	50.9%
Sumter County	522	105	419	1,046	30.5%
Wilcox County	503	99	360	963	36.1%
Choctaw County	586	103	603	1,291	35.2%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Region 7 – Summary Capitol Area

The Regional Labor Supply Scorecard Region 7 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
42,428		31,480	1,946	1,733	2,557	4,712
24.6%		18.3%	1.1%	1.0%	1.5%	2.7%

The available labor supply in the Capitol area is relatively tighter than in most of the State. Overall labor participation is high (66%); above the national average and 3rd highest in the State. The regional economy is driven in part by the presence of State government in Montgomery and the new Hyundai facility just south of Montgomery. Part of the relative stability is driven by the large number of government workers in the employment mix (government, education and utilities are the three most stable industries).

According to the 2000 Census, over 90 % of Montgomery County residents work in Montgomery. Whereas the four counties that touch Montgomery have more than 50% of their residents commuting to other counties for work (as anyone on I-65, 80, 231 or 331 can testify).

In nearly all occupational clusters and nearly all SOC job families (except sales), the separation is lower than the Statewide average.

Separations as a Percentage of Employment State/Region 7 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 7	Difference	Separations
Architecture and Engineering	14.4%	12.3%	-2.1%	575
Science and Math	10.0%	9.1%	-0.9%	95

Occupational Cluster	State	Region 7	Difference	Separations
Social and Government Services	8.0%	8.3%	0.3%	1,290
Professional and Technical Business Services	17.0%	15.9%	-1.1%	2,316
Management	17.2%	15.6%	-1.6%	1,292
Artistic	18.4%	17.7%	-0.8%	161
Medical Professional	13.0%	12.3%	-0.7%	587
Medical -- Technical	14.9%	14.8%	0.0%	490
Medical -- Support	16.8%	17.0%	0.1%	989
Office	18.0%	17.7%	-0.3%	3,964
Personal Services	24.1%	23.2%	-0.9%	1,361
Lodging, Food Service and Hospitality	39.2%	37.4%	-1.8%	7,493
Sales	24.5%	28.5%	4.0%	5,848
Installation and Repair Technicians	18.0%	17.4%	-0.6%	922
Construction	25.5%	23.8%	-1.7%	1,706
Machine Operation and General Manufacturing	16.5%	15.3%	-1.2%	1,743
Skilled Manufacturing	16.9%	14.5%	-2.4%	333
Hourly Worker Supervision	18.2%	16.8%	-1.4%	470
Transportation -- Licensed	18.0%	16.0%	-2.0%	743
Transportation -- Helpers	22.6%	23.8%	1.3%	1,606
Agriculture, Forestry and Fishing	25.5%	22.1%	-3.4%	308
Total	20.6%	20.2%	-0.3%	34,292

Region 7 has a separation rate that is slightly below the statewide average (20.2% versus 20.6%). The occupational clusters and the SOC job families exhibit a similar pattern.

Separations as a Percentage of Employment **State/Region 7 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 7	Difference	Separations
Management Occupations	20.4%	16.7%	-3.7%	1,254
Business Operations and Finance Occupations	17.7%	13.2%	-4.5%	955
Computer and Mathematics Occupations	16.3%	14.1%	-2.2%	466

SOC Job Family	State	Region 7	Difference	Separations
Architecture and Engineering Occupations	13.9%	11.2%	-2.7%	362
Physical, Social and Life Sciences Occupations	13.7%	9.9%	-3.9%	151
Community and Social Services Occupations	16.9%	12.5%	-4.4%	325
Legal and Related Occupations	15.5%	10.8%	-4.8%	143
Education and Library Occupations	11.4%	8.7%	-2.8%	784
Artistic and Creative Occupations	20.7%	16.1%	-4.7%	294
Health Care Professional and Technical Occupations	14.6%	13.5%	-1.1%	1,034
Health Care Support Occupations	18.0%	18.2%	0.2%	812
Protective Services Occupations	25.3%	15.4%	-9.9%	858
Food Service Occupations	47.0%	39.1%	-7.9%	5,841
Building and Grounds Maintenance Occupations	38.0%	35.1%	-2.9%	1,869
Personal Service Occupations	27.7%	18.5%	-9.2%	758
Sales and Related Occupations	27.0%	28.4%	1.4%	5,068
Administrative and Clerical Occupations	20.5%	18.1%	-2.3%	5,251
Agricultural, Fishing and Forestry Occupations	27.0%	22.0%	-5.0%	192
Construction and Mining Occupations	30.1%	24.5%	-5.6%	1,787
Installation and Repair Occupations	20.3%	17.7%	-2.6%	1,164
Production Occupations	16.9%	14.9%	-2.1%	2,354
Transportation and Material Moving Occupations	24.1%	20.7%	-3.4%	2,570
Total	20.6%	20.2%	-0.3%	34,292

Employers locating in Region 7 will find what Hyundai found – build it and the workers will come. Already two of the counties, Butler and Crenshaw, have drawn more workers from the sidelines than they did in 2000. The others are not far behind.

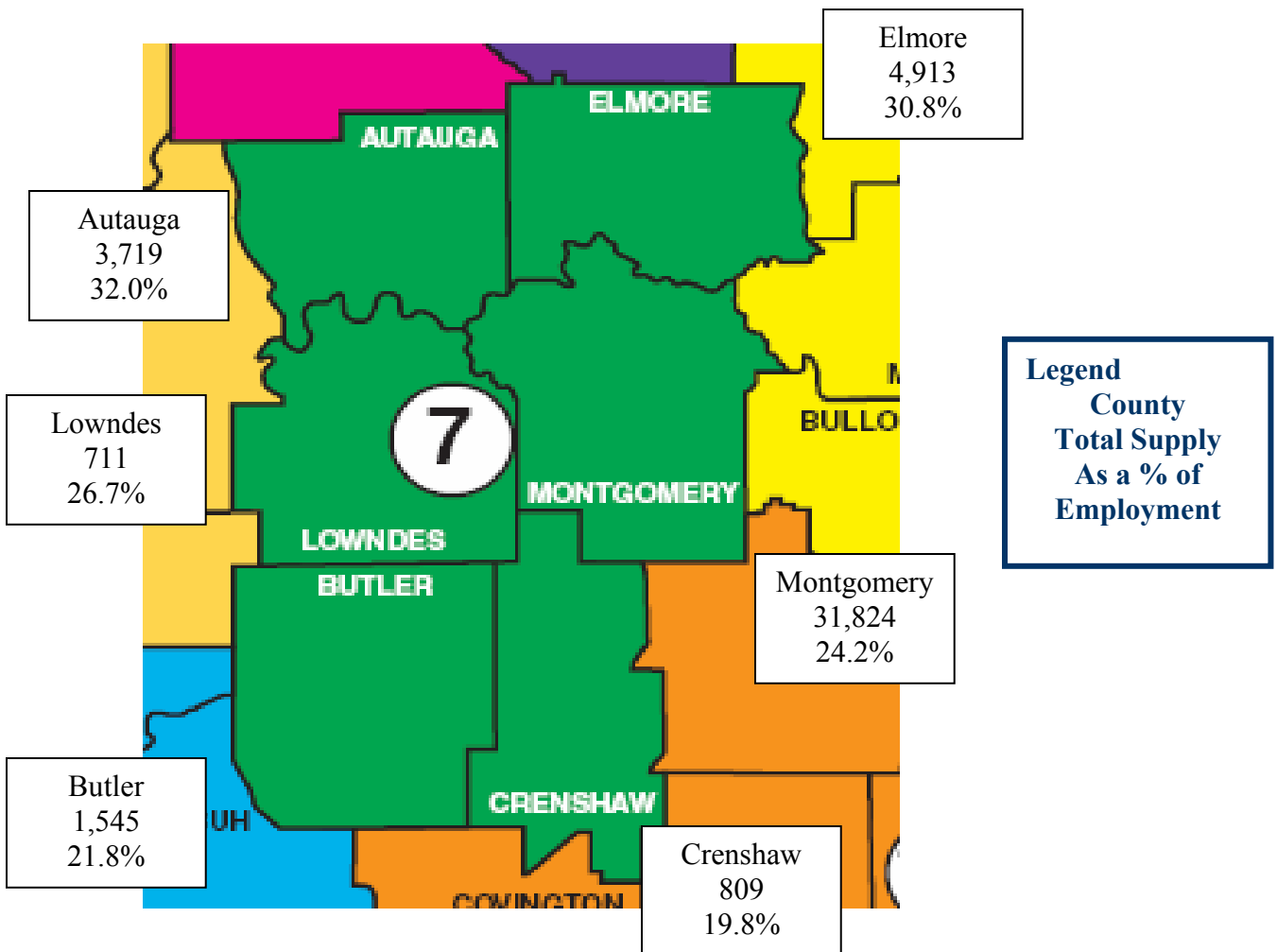
Regional Labor Supply – Region 7

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Autauga County	2,494	267	959	3,719	32.0%
Butler County	1,352	193	Above	1,545	21.8%
Crenshaw County	727	82	Above	809	19.8%
Elmore County	2,669	413	1,831	4,913	30.8%
Lowndes County	474	130	108	711	26.7%
Montgomery County	27,525	1,473	2,826	31,824	24.2%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Region 8 – Summary Auburn and East Central Area

The Regional Labor Supply Scorecard Region 8 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
23,406		15,161	1,460	1,385	1,977	3,422
25.3%		16.4%	1.6%	1.5%	2.1%	3.7%

The available labor supply in the Auburn/East Central area is relatively tighter than in most of the State. Overall labor participation is below the State average but within 1.5 percentage points of its 2000 peak. The regional economy is driven by a diverse manufacturing sector that includes textiles, metal working, machinery and transportation equipment and by Auburn University. Part of the relative stability is driven by the relatively large number of education workers in the employment mix (government, education and utilities are the three most stable industries).

While most of the residents find work in their home counties, according to the 2000 Census, over 60 % of Russell County residents work in another county (and perhaps in neighboring Georgia).

In most of the occupational clusters and SOC job families (except engineering and some other professional occupations), the separation is lower than the Statewide average. Education, already very stable in general, shows under a 6% turnover rate – less than half the statewide average.

Separations as a Percentage of Employment State/Region 8 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 8	Difference	Separations
Architecture and Engineering	14.4%	17.0%	2.6%	267

Occupational Cluster	State	Region 8	Difference	Separations
Science and Math	10.0%	10.3%	0.3%	52
Social and Government Services	8.0%	6.4%	-1.7%	590
Professional and Technical Business Services	17.0%	18.6%	1.6%	954
Management	17.2%	17.4%	0.2%	610
Artistic	18.4%	19.7%	1.3%	136
Medical Professional	13.0%	9.4%	-3.6%	244
Medical -- Technical	14.9%	12.3%	-2.5%	200
Medical -- Support	16.8%	14.5%	-2.3%	419
Office	18.0%	17.4%	-0.5%	1,809
Personal Services	24.1%	23.3%	-0.8%	624
Lodging, Food Service and Hospitality	39.2%	35.6%	-3.6%	4,105
Sales	24.5%	24.0%	-0.5%	2,521
Installation and Repair Technicians	18.0%	17.4%	-0.6%	475
Construction	25.5%	26.8%	1.3%	912
Machine Operation and General Manufacturing	16.5%	14.9%	-1.6%	1,607
Skilled Manufacturing	16.9%	18.5%	1.6%	345
Hourly Worker Supervision	18.2%	17.3%	-0.9%	312
Transportation -- Licensed	18.0%	16.0%	-2.0%	413
Transportation -- Helpers	22.6%	20.0%	-2.6%	827
Agriculture, Forestry and Fishing	25.5%	27.3%	1.8%	259
Total	20.6%	19.4%	-1.2%	17,680

Region 8 has a separation rate that is below the statewide average (19.4% versus 20.6%). The occupational clusters and the SOC job families exhibit a similar pattern.

Separations as a Percentage of Employment **State/Region 8 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 8	Difference	Separations
Management Occupations	20.4%	17.4%	-3.0%	640
Business Operations and Finance Occupations	17.7%	16.0%	-1.6%	402
Computer and Mathematics Occupations	16.3%	16.1%	-0.2%	178

SOC Job Family	State	Region 8	Difference	Separations
Architecture and Engineering Occupations	13.9%	16.4%	2.5%	174
Physical, Social and Life Sciences Occupations	13.7%	11.3%	-2.5%	64
Community and Social Services Occupations	16.9%	11.7%	-5.2%	125
Legal and Related Occupations	15.5%	13.8%	-1.8%	44
Education and Library Occupations	11.4%	5.6%	-5.8%	416
Artistic and Creative Occupations	20.7%	19.6%	-1.2%	213
Health Care Professional and Technical Occupations	14.6%	10.6%	-4.0%	427
Health Care Support Occupations	18.0%	15.3%	-2.7%	351
Protective Services Occupations	25.3%	19.7%	-5.6%	337
Food Service Occupations	47.0%	38.7%	-8.3%	3,376
Building and Grounds Maintenance Occupations	38.0%	28.7%	-9.3%	815
Personal Service Occupations	27.7%	19.7%	-8.0%	358
Sales and Related Occupations	27.0%	24.7%	-2.3%	2,215
Administrative and Clerical Occupations	20.5%	17.4%	-3.0%	2,280
Agricultural, Fishing and Forestry Occupations	27.0%	29.7%	2.7%	212
Construction and Mining Occupations	30.1%	27.7%	-2.4%	965
Installation and Repair Occupations	20.3%	17.4%	-2.9%	595
Production Occupations	16.9%	15.2%	-1.7%	2,137
Transportation and Material Moving Occupations	24.1%	18.7%	-5.4%	1,358
Total	20.6%	19.4%	-1.2%	17,680

Employers locating in Region 8 report finding a readily available and skilled workforce. Auburn University constantly brings new talent to the area many of whom will choose to make East Central Alabama their home.

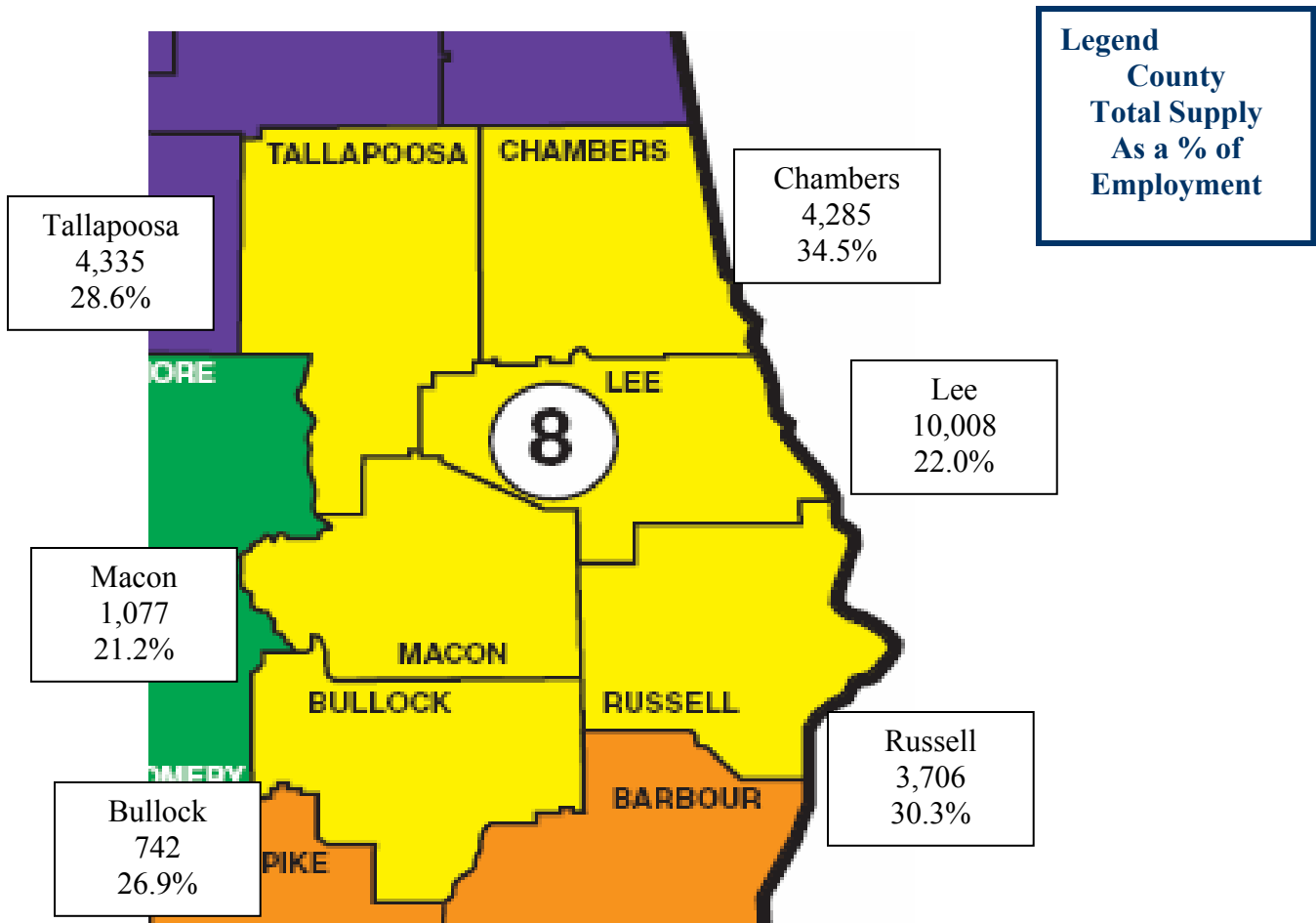
Regional Labor Supply – Region 8

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Bullock County	478	93	171	742	26.9%
Chambers County	2,414	305	1,566	4,285	34.5%
Lee County	9,320	688	Above	10,008	22.0%
Macon County	781	154	142	1,077	21.2%
Russell County	2,248	396	1,061	3,706	30.3%
Tallapoosa County	2,843	341	1,151	4,335	28.6%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Region 9 – Summary Southwest Area

The Regional Labor Supply Scorecard Region 9 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
32,512		18,292	1,148	1,358	1,741	9,973
35.7%		20.1%	1.3%	1.5%	1.9%	11.0%

The available labor supply in the Southwest area is the highest in the State driven by the third highest separation rate (behind its neighbor Mobile and Northwest Alabama) and labor participation rate that is almost 5 percentage points below its 2000 peak. Unemployment is relatively low, under 3.5%; and such a rate normally draws workers off the sidelines and into the game. But new employers will find a ready supply of job changers in the full range of occupations.

The regional economy is driven by a diverse manufacturing sector that includes textiles, metal working, chemical, wood and paper products machinery and furniture.

While most of the residents find work in their home counties, according to the 2000 Census, nearly 50 % of Washington and Conecuh County residents work in another county.

Separations as a Percentage of Employment State/Region 9 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 9	Difference	Separations
Architecture and Engineering	14.4%	21.5%	7.2%	370
Science and Math	10.0%	8.5%	-1.5%	55
Social and Government Services	8.0%	8.5%	0.4%	618
Professional and Technical Business Services	17.0%	18.0%	1.0%	975

Occupational Cluster	State	Region 9	Difference	Separations
Management	17.2%	19.1%	1.9%	696
Artistic	18.4%	20.0%	1.5%	87
Medical Professional	13.0%	19.7%	6.7%	532
Medical -- Technical	14.9%	19.5%	4.7%	333
Medical -- Support	16.8%	19.1%	2.3%	549
Office	18.0%	19.7%	1.7%	2,091
Personal Services	24.1%	22.1%	-2.0%	547
Lodging, Food Service and Hospitality	39.2%	41.3%	2.1%	4,359
Sales	24.5%	27.3%	2.8%	3,371
Installation and Repair Technicians	18.0%	22.0%	3.9%	707
Construction	25.5%	29.5%	4.1%	1,383
Machine Operation and General Manufacturing	16.5%	16.1%	-0.4%	1,068
Skilled Manufacturing	16.9%	19.7%	2.8%	395
Hourly Worker Supervision	18.2%	22.0%	3.8%	394
Transportation -- Licensed	18.0%	21.6%	3.7%	723
Transportation -- Helpers	22.6%	22.2%	-0.4%	858
Agriculture, Forestry and Fishing	25.5%	23.8%	-1.7%	406
Total	20.6%	22.9%	2.3%	20,518

Region 9 has a separation rate that is above the statewide average (22.9% versus 20.6%). The occupational clusters and the SOC job families exhibit a similar pattern. Health care and other professionals have a significantly higher separation in Region 9 than in the rest of the State.

Separations as a Percentage of Employment **State/Region 9 Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Region 9	Difference	Separations
Management Occupations	20.4%	20.4%	0.0%	770
Business Operations and Finance Occupations	17.7%	16.9%	-0.8%	473
Computer and Mathematics Occupations	16.3%	18.8%	2.5%	226
Architecture and Engineering Occupations	13.9%	17.3%	3.4%	194

SOC Job Family	State	Region 9	Difference	Separations
Physical, Social and Life Sciences Occupations	13.7%	11.8%	-2.0%	81
Community and Social Services Occupations	16.9%	14.6%	-2.3%	144
Legal and Related Occupations	15.5%	15.9%	0.3%	64
Education and Library Occupations	11.4%	7.9%	-3.6%	420
Artistic and Creative Occupations	20.7%	18.7%	-2.0%	139
Health Care Professional and Technical Occupations	14.6%	19.8%	5.2%	834
Health Care Support Occupations	18.0%	19.8%	1.9%	456
Protective Services Occupations	25.3%	14.6%	-10.7%	241
Food Service Occupations	47.0%	45.3%	-1.7%	3,694
Building and Grounds Maintenance Occupations	38.0%	26.4%	-11.6%	644
Personal Service Occupations	27.7%	21.3%	-6.4%	374
Sales and Related Occupations	27.0%	27.6%	0.6%	2,995
Administrative and Clerical Occupations	20.5%	19.6%	-0.8%	2,624
Agricultural, Fishing and Forestry Occupations	27.0%	24.0%	-3.0%	374
Construction and Mining Occupations	30.1%	30.9%	0.8%	1,488
Installation and Repair Occupations	20.3%	22.8%	2.5%	938
Production Occupations	16.9%	16.7%	-0.2%	1,624
Transportation and Material Moving Occupations	24.1%	22.3%	-1.8%	1,723
Total	20.6%	22.9%	2.3%	20,518

Despite low unemployment, new employers will find a plentiful supply of labor willing to move to a new opportunity.

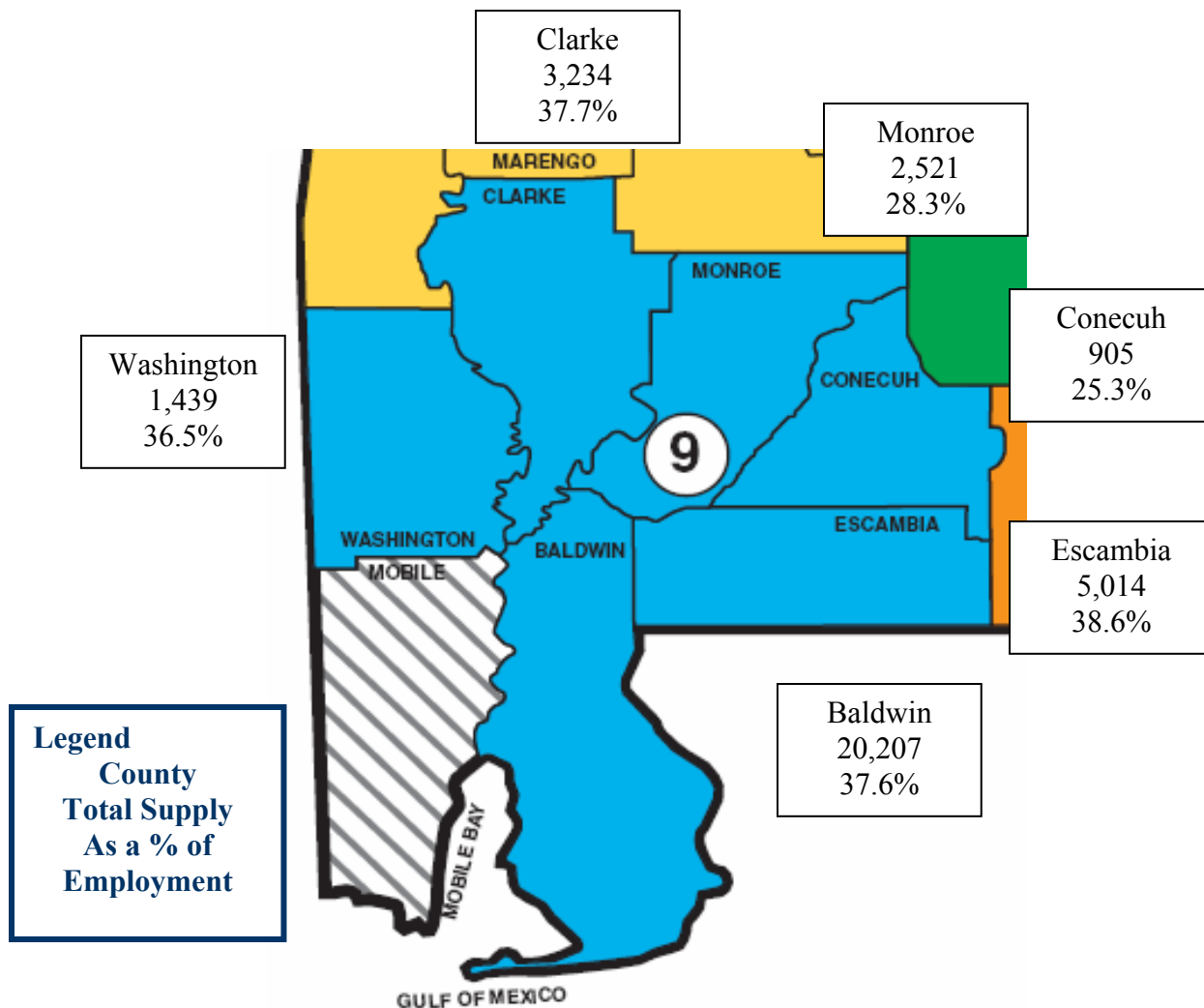
Regional Labor Supply – Region 9

County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Baldwin County	14,284	868	5,055	20,207	37.6%
Clarke County	1,494	208	1,532	3,234	37.7%
Conecuh County	627	101	177	905	25.3%
Escambia County	2,635	253	2,125	5,014	38.6%
Monroe County	1,478	187	857	2,521	28.3%
Washington County	413	124	932	1,469	36.5%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau



Summary Mobile and Mobile County

The Regional Labor Supply Scorecard Mobile County 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
52,982		37,212	1,713	2,057	2,619	9,381
31.6%		22.2%	1.0%	1.2%	1.6%	5.6%

Mobile is still showing some effects from Hurricane Katrina. Employment, which dipped slightly in the immediate aftermath of the storm, is now actually 5,000 higher (comparing Q1 of 2005 to Q1 of 2006). Mobile has become a staging area for some of the recovery efforts on the much more heavily damaged Mississippi coast.

In 2000, most Mobile County workers stayed in Mobile to find work with under 10% commuting to another county for employment. This commuting pattern may have changed post Katrina but there is no very recent data on which to make an assessment. (The 2000 rate is 3rd highest in the State behind only Montgomery and Madison-Huntsville.) Mobile does draw workers in from neighboring Washington and Baldwin counties. The rate of job changing is the highest in the State driven in part by the post Katrina dislocations and opportunities.

There is a substantial internal sideline supply with the county over 3 percentage points below its 2000 labor participation rate peak. The Mobile County economy is diverse with manufacturing, finance, transportation, health care, education and professional services all providing substantial employment opportunities.

Separations as a Percentage of Employment State/Mobile County Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Mobile	Difference	Separations
Architecture and Engineering	14.4%	18.2%	3.9%	749

Occupational Cluster	State	Mobile	Difference	Separations
Science and Math	10.0%	8.8%	-1.1%	116
Social and Government Services	8.0%	8.0%	0.0%	1,074
Professional and Technical Business Services	17.0%	22.1%	5.2%	2,970
Management	17.2%	21.3%	4.2%	1,554
Artistic	18.4%	21.7%	3.3%	221
Medical Professional	13.0%	11.6%	-1.3%	590
Medical -- Technical	14.9%	14.5%	-0.4%	490
Medical -- Support	16.8%	16.1%	-0.7%	837
Office	18.0%	21.9%	3.9%	4,900
Personal Services	24.1%	27.0%	2.9%	1,331
Lodging, Food Service and Hospitality	39.2%	44.0%	4.8%	8,448
Sales	24.5%	26.8%	2.3%	6,239
Installation and Repair Technicians	18.0%	21.4%	3.4%	1,251
Construction	25.5%	35.7%	10.2%	3,217
Machine Operation and General Manufacturing	16.5%	22.9%	6.4%	1,743
Skilled Manufacturing	16.9%	21.4%	4.4%	352
Hourly Worker Supervision	18.2%	24.8%	6.6%	705
Transportation -- Licensed	18.0%	20.1%	2.1%	1,133
Transportation -- Helpers	22.6%	27.4%	4.9%	2,010
Agriculture, Forestry and Fishing	25.5%	25.6%	0.1%	280
Total	20.6%	24.4%	3.8%	40,211

Mobile has a substantially above average separation rate when compared to the State as a whole (24.4% versus 20.6%). Health care is more stable than statewide average and construction (perhaps because of the reconstruction efforts) is substantially more volatile.

Separations as a Percentage of Employment **State/Mobile County Comparison** **SOC Job Families** **1st Quarter 2006**

SOC Job Family	State	Mobile	Difference	Separations
Management Occupations	20.4%	21.5%	1.1%	1,558
Business Operations and Finance Occupations	17.7%	20.1%	2.4%	1,204

SOC Job Family	State	Mobile	Difference	Separations
Computer and Mathematics Occupations	16.3%	18.2%	1.9%	581
Architecture and Engineering Occupations	13.9%	17.4%	3.5%	442
Physical, Social and Life Sciences Occupations	13.7%	12.3%	-1.5%	172
Community and Social Services Occupations	16.9%	13.1%	-3.8%	236
Legal and Related Occupations	15.5%	17.1%	1.5%	177
Education and Library Occupations	11.4%	7.1%	-4.4%	746
Artistic and Creative Occupations	20.7%	19.5%	-1.2%	385
Health Care Professional and Technical Occupations	14.6%	12.9%	-1.7%	1,028
Health Care Support Occupations	18.0%	16.8%	-1.2%	702
Protective Services Occupations	25.3%	28.6%	3.3%	813
Food Service Occupations	47.0%	46.4%	-0.6%	6,552
Building and Grounds Maintenance Occupations	38.0%	38.8%	0.8%	2,117
Personal Service Occupations	27.7%	20.5%	-7.2%	680
Sales and Related Occupations	27.0%	27.4%	0.4%	5,655
Administrative and Clerical Occupations	20.5%	21.8%	1.4%	6,165
Agricultural, Fishing and Forestry Occupations	27.0%	21.4%	-5.6%	145
Construction and Mining Occupations	30.1%	37.4%	7.3%	3,484
Installation and Repair Occupations	20.3%	21.2%	0.9%	1,593
Production Occupations	16.9%	21.7%	4.8%	2,335
Transportation and Material Moving Occupations	24.1%	24.3%	0.3%	3,439
Total	20.6%	24.4%	3.8%	40,211

Mobile has bounced back from its Katrina disruption and actually benefited as a staging area for reconstruction efforts. Employers will find a skilled and “mobile” workforce ready to take their jobs and provide solid value.

Region 10 – Summary Southeast Area

The Regional Labor Supply Scorecard Region 10 1st Quarter 2006

(Estimated Number and as a Percentage of Total Employment)

Total Supply		Job Changers	Recently Employed Collecting Benefits	Recently Employed Not Collecting Benefits	New and Re-Entrants	Sideline Potential at 2000 Peak
33,607		22,198	1,291	1,495	1,936	6,686
27.1%		17.9%	1.0%	1.2%	1.6%	5.4%

The available labor supply in the Southeast area is over 33,000 workers even with an unemployment rate of 3.15%, third lowest in the State. The labor participation rate at 62.3% is still 3 percentage points below its 2000 peak and below the national average. In the economic center of the region, Dale and Houston counties, the participation rate is at the national average and rising.

The regional economy is driven by a diverse manufacturing sector that includes aviation, fabricated metals, textiles, wood products, electronics, machinery, and injection molding. It has developed also a strong distribution and customer service sector. The area has a rich history in the development of aviation jobs in Alabama through Enterprise-Ozark Community College (avionics and aviation mechanic training) and Fort Rucker - the Army Aviation Center of the United States. A highly specialized Dothan Airport Industrial Park offers infrastructure and land to accommodate aviation related projects with runway access to facilities.

While most of the residents find work in their home counties, according to the 2000 Census, nearly 50 % of Henry and Geneva County residents work in another county.

Separations as a Percentage of Employment State/Region 10 Comparison Occupational Clusters 1st Quarter 2006

Occupational Cluster	State	Region 9	Difference	Separations
Architecture and Engineering	14.4%	15.9%	1.5%	472

Occupational Cluster	State	Region 9	Difference	Separations
Science and Math	10.0%	12.8%	2.9%	76
Social and Government Services	8.0%	8.5%	0.5%	806
Professional and Technical Business Services	17.0%	17.8%	0.8%	1,320
Management	17.2%	17.4%	0.2%	873
Artistic	18.4%	19.7%	1.2%	113
Medical Professional	13.0%	12.0%	-0.9%	531
Medical -- Technical	14.9%	13.6%	-1.3%	372
Medical -- Support	16.8%	15.8%	-1.0%	692
Office	18.0%	17.5%	-0.5%	2,540
Personal Services	24.1%	22.8%	-1.3%	691
Lodging, Food Service and Hospitality	39.2%	38.3%	-0.9%	5,258
Sales	24.5%	23.9%	-0.7%	3,691
Installation and Repair Technicians	18.0%	17.7%	-0.3%	784
Construction	25.5%	22.6%	-2.8%	1,090
Machine Operation and General Manufacturing	16.5%	16.7%	0.2%	1,906
Skilled Manufacturing	16.9%	16.2%	-0.8%	331
Hourly Worker Supervision	18.2%	18.2%	0.0%	452
Transportation -- Licensed	18.0%	18.7%	0.8%	929
Transportation -- Helpers	22.6%	21.1%	-1.4%	1,225
Agriculture, Forestry and Fishing	25.5%	25.1%	-0.4%	460
Total	20.6%	20.2%	-0.4%	24,614

Region 10 has a separation rate that is slightly below the statewide average (20.2% versus 20.6%). There is ample supply of workers in all occupational groups with very recent experience. Business and technical professionals tend to be a bit more mobile than in the rest of the State.

Separations as a Percentage of Employment
State/Region 10 Comparison
SOC Job Families
1st Quarter 2006

SOC Job Family	State	Region 10	Difference	Separations
Management Occupations	20.4%	18.0%	-2.3%	919
Business Operations and Finance Occupations	17.7%	15.8%	-1.8%	588

SOC Job Family	State	Region 10	Difference	Separations
Computer and Mathematics Occupations	16.3%	16.9%	0.6%	318
Architecture and Engineering Occupations	13.9%	15.4%	1.5%	311
Physical, Social and Life Sciences Occupations	13.7%	14.4%	0.7%	116
Community and Social Services Occupations	16.9%	14.8%	-2.1%	209
Legal and Related Occupations	15.5%	20.6%	5.1%	108
Education and Library Occupations	11.4%	7.6%	-3.9%	535
Artistic and Creative Occupations	20.7%	18.5%	-2.3%	194
Health Care Professional and Technical Occupations	14.6%	12.7%	-1.9%	863
Health Care Support Occupations	18.0%	16.2%	-1.8%	579
Protective Services Occupations	25.3%	16.8%	-8.6%	329
Food Service Occupations	47.0%	43.1%	-3.9%	4,304
Building and Grounds Maintenance Occupations	38.0%	27.1%	-10.9%	829
Personal Service Occupations	27.7%	20.9%	-6.8%	465
Sales and Related Occupations	27.0%	24.3%	-2.7%	3,243
Administrative and Clerical Occupations	20.5%	17.5%	-2.9%	3,191
Agricultural, Fishing and Forestry Occupations	27.0%	27.2%	0.2%	350
Construction and Mining Occupations	30.1%	24.0%	-6.1%	1,143
Installation and Repair Occupations	20.3%	17.3%	-3.0%	961
Production Occupations	16.9%	16.7%	-0.2%	2,698
Transportation and Material Moving Occupations	24.1%	20.3%	-3.8%	2,359
Total	20.6%	20.2%	-0.4%	24,614

Despite low unemployment, new employers will find a plentiful supply of labor willing to move to a new opportunity and a diverse economic base that provides the infrastructure for future growth.

Regional Labor Supply – Region 10

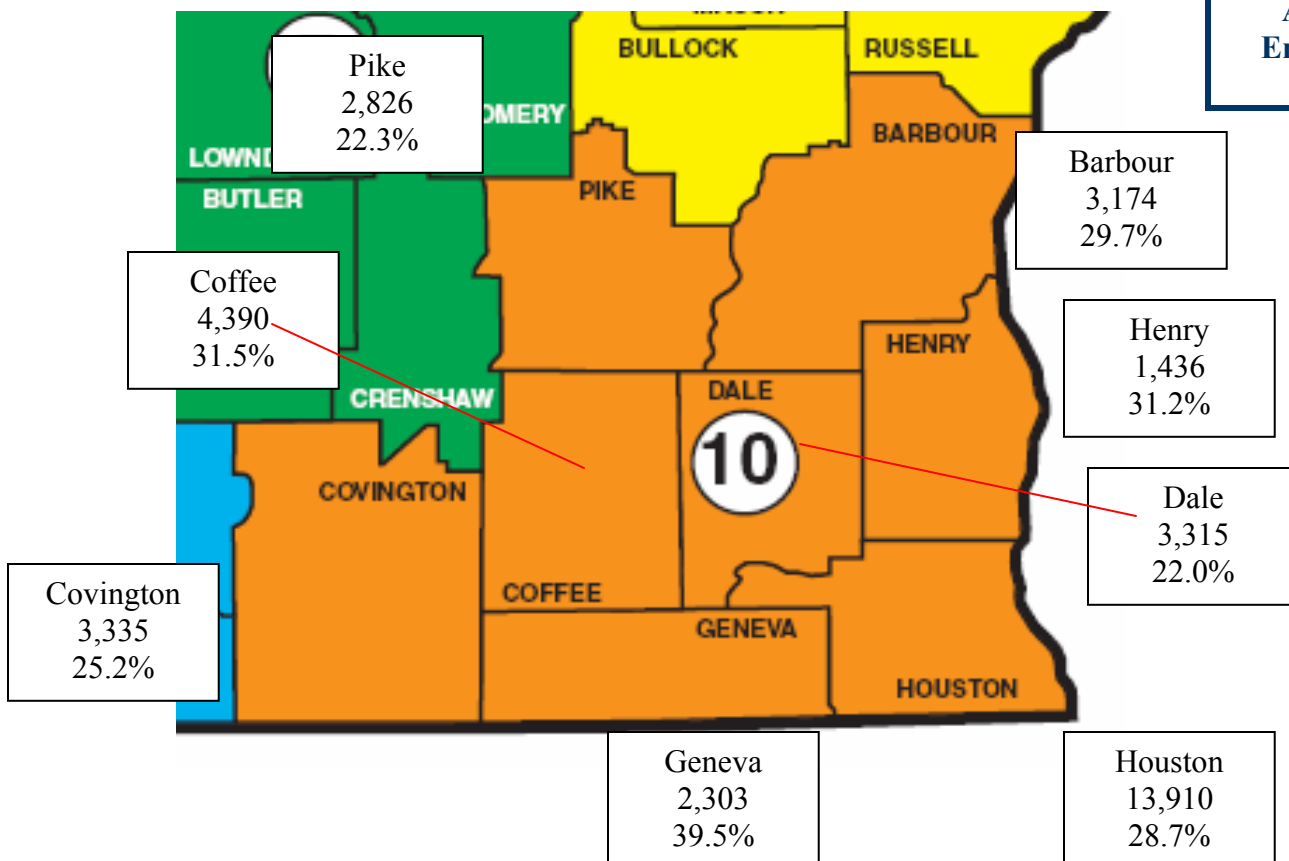
County Distribution

1st Quarter 2006

COUNTY	Separations	Estimated New and Re- Entrants	Sideline Potential at 2000 Peak	Estimate Total Labor Supply	Labor Supply as % of Employment
Barbour County	2,276	186	712	3,174	29.7%
Coffee County	3,198	253	940	4,390	31.5%
Covington County	2,711	225	399	3,335	25.2%
Dale County	2,238	278	799	3,315	22.0%
Geneva County	1,267	134	902	2,303	39.5%
Henry County	812	111	513	1,436	31.2%
Houston County	10,077	551	3,282	13,910	28.7%
Pike County	2,626	200	Above	2,826	22.3%

Sources: Census Local Employment Dynamics, Alabama Department of Industrial Relations, and US Census Bureau

Legend
County
Total Supply
As a % of
Employment



Appendix A

Some Notes on Data Sources and Methodology

Building a picture of the Alabama labor supply requires pulling data from multiple sources.

- Separation data is derived from the Census Local Employment Dynamics (LED) program. The core data within LED is provided by the unemployment insurance (UI) wage records and the Quarterly Census of Employment and Wages (QCEW). LED will generate the separation data by comparing workers employed by a firm in one quarter and the workers in the next quarter.
- Employment data is derived from LED. LED estimates of employment are consistently lower than those derived from the Bureau of Labor Statistics' Current Employment Statistics (CES) program. On average statewide, the LED employment estimates are 7.5% lower than those reported in CES. The main reason for the difference is the source of the data in CES, a monthly survey of businesses rather than a census of the UI wage records. The LED employment figures are most directly comparable to the employment figures reported as "covered employment and wages" on the Alabama LMI website (see www2.dir.state.al.us/CEW/2005%5FAnnual/ for example) because they have the same underlying source – the UI wage records. However, LED has a slightly tighter definition of employment (wages from the same firm in two consecutive quarters) rather than the single quarter required in the QCEW. The LED figure is about 3% lower on average than QCEW. As a result, both employment and separations are likely to be understated in this report from what occurs in the Alabama economy by 3-14%.
- Overall unemployment data is derived from the Current Population Survey (CPS) conducted monthly by the Bureau of Labor Statistics (BLS) and the Census Bureau. The survey data is used to calculate the civilian labor force size, the number employed and the number unemployed for the nation as a whole. Those estimates are then used as the basis for calculating State, metropolitan area and county unemployment rates through a cooperative agreement between BLS and the states. The employment estimate from the CPS is the highest of all the various estimates of employment. There are several reasons for the differences. First, the CPS is a household survey and will pick up individuals who are self-employed and those working as independent contractors. Those workers are missed by both the CES, which surveys businesses and asks about payroll employment only, and QCEW, which is derived from UI wage records and again only counts those people working for employers covered by unemployment insurance. The gap between the lowest employment figure generated by LED and the highest figure generated by CPS is about 14% (1,841,000 versus 2,104,000) when comparing the 1st quarter of 2006 LED data with the LAUS employment number for March 2006.

- There is a specific subset of unemployment data which is collected directly by the unemployment insurance system. There are two pieces of information that are used in the labor supply calculation. The first is the number of individuals collecting a UI benefit check and the second is the number of individuals who initially apply for a UI check. Both numbers are useful because they add clarity to the supply picture but, more importantly, they represent the only part of the supply picture where the actual individuals have made themselves known to a government agency.
- The CPS also collects information on the reasons why individuals are unemployed. That information is displayed only on a national level but helps us understand who is within the 73,000 or so Alabamans who are counted as unemployed in the 1st quarter of 2006. About 60% of the total is composed of people who were recently employed and either left their job voluntarily, were fired, or were laid off. The remaining 40% are a combination of new entrants to the labor force (usually individuals who are 16-19) and re-entrants (those who are coming back looking for work after a significant absence).
- The counts of those completing post secondary education programs are produced by the U. S. Department of Education through a survey of all higher education providers in the country. The data is accessible through the Integrated Postsecondary Education Data System or IPEDS. The data is organized using a coding system known as the Classification of Instructional Programs. There is not a one-to-one relationship between an instructional program and an occupation. The relationship is most often many instructional programs to many occupations.
- The conversion of the industry employment and separation counts into occupational estimates requires the use of a staffing matrix for each of the industries. The matrix used in this report was derived from the May 2005 national staffing pattern data produced by BLS. (See www.bls.gov/oes/current/oesrci.htm for details.) The matrix results from a survey conducted by BLS and the states known as the Occupational Employment Survey (OES). Nationally, 200,000 businesses are surveyed every six months and asked the number of employees on the payroll, their occupations and their wages. Wage data is collected using a standard set of pay ranges. The occupational information is collected using the Standard Occupational Code (SOC) taxonomy of just over 800 occupations. While the distribution within individual Alabama industries may differ from the national pattern, it is reasonable to assume that in regions with hundreds of firms in each industry that the national pattern will be good proxy for the local pattern.

In distributing the total employment to the individual occupations some small fraction of the total employment is not distributed. This residual is created because in a particular industry one firm or a small group of firms may be so

dominant that to display any information about a particular occupation would risk revealing confidential information. In those instances, the occupational detail is suppressed. These residuals are generally very small (averaging well under 1%) when the industry data was at the 2 digit level. The residuals rose to 3 % on average when staffing patterns at the 3 digit industry level were used. The reason for the rise is simple – the finer the detail the greater the chance that any one cell will contain confidential information. The residual issue will explain the differences in totals you will see when 2 digit and 3 digit industry data is used. While we will display the “numbers” in order to provide the readers with a complete picture, it is often better to look at the percentage those numbers represent of overall employment in the occupation or within the economy.

- Finally, the estimates of those workers who are on the sidelines but who have the potential of joining the active labor force were produced by first creating labor participation rates for each of the counties in Alabama. Those rates compared the number of individuals counted in the civilian labor force (a number based on the CPS) with the number of individuals over the age of 18 within the county. The labor force number is published by the Alabama Department of Industrial Relations and also by the Bureau of Labor Statistics. (See www2.dir.state.al.us/LAUS/CLF_Historicals/clf2005/pg_02_Counties.asp for the Alabama publication.) The over 18 population was derived from the county level population estimates produced by the Census Bureau using the estimate for July 1, 2005 adjusted for the statewide growth of 1.1% for July 2006. No county level estimate of the over 18 population is published; it was calculated by applying the percentage of the population in the State of Alabama as a whole that is 18 years of age or older to the county level estimate. For comparison purposes, same calculations were done for the year 2000 which represented the highest level of labor participation in the recent past (the employment peak of the last economic expansion) and for the year 2006.

Several adjustments were made to the over 18 year old population to remove the institutionalized and military individuals who are in the population number but not available for civilian work. The prison population was derived from the annual report of the Alabama Corrections Department (see www.doc.state.al.us/docs/MonthlyRpts/2005-06.pdf for details). The average prison population was removed from the over 18 population at the county level. The military population was derived from the Department of Defense Base Structure Report for FY 2004 (see www.defenselink.mil/pubs/20040910_2004BaseStructureReport.pdf for the details). Again, bases with specific listings of military staff were excluded from the county level population counts. The final group of individuals to be removed from the population counts were those institutionalized for mental health issues. We used the bed counts for the mental health facilities maintained by the Alabama Department of Mental Health and Mental Retardation. We also estimated the group home population by using the report from the federal Center

for Mental Health Services Uniform Reporting System. Outcomes Table 1 indicated that some 50,000 individuals who received mental health services in 2005 did not have any known attachment to the labor market. While not all of these individuals are residents of group homes, we estimated that half that number were and that they were proportionately distributed in each county based on the county's share for the statewide population.

Many of the sources are not completely comparable for a number of reasons but in order to create a consistent picture we have made certain assumptions. The three large groups that make up available labor supply – job changers, the unemployed, and those on the sidelines but willing to join – are calculated from two of the three primary sources of employment data. The job changers, those who separate from one job and get hired in a new one, are estimated from the QCEW using wage record data. The unemployed and the sideline dwellers are estimated from the CPS and State and County level calculations done using that data source.

Appendix B

Individual Occupational Detail

The model produces estimates for each of the occupations at the SOC code level based on the national staffing patterns for 3 digit NAICS (North American Industrial Classification System). The staffing patterns permit the distribution of an overall employment figure for an industry into its occupational components. As with any model, there are assumptions and limitations. The primary assumption is that the occupational pattern of separations will mirror (over a sufficiently large base) the overall occupational pattern of the industry. As aggregate levels, the model appears to present reasonable results with occupational grouping that should be expected to have high turnover in fact showing high turnover. At the individual occupation level, the model appears to produce reasonable results statewide. Regional occupation data will only be presented in aggregate form. The following sets of charts will display the occupational detail for each of the 23 SOC job families statewide. These charts provide a sense of the numbers within occupation that are separating from their current jobs in a typical quarter. It will also give a sense of individuals with those skill sets that are available for hiring by new employers.

The data is generated by the Census LED system which has, as noted earlier, the most restrictive definition of employment. As a result, the employment listed for each occupation will be smaller than that reported with the occupational projections developed by the Alabama Department of Industrial Relations.

Occupational Detail Employment, Separation and Separation Rate Statewide 1st Quarter 2006

Management Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
111000	Executives and Top Managers	28,066	5,531	19.7%
112011	Advertising and Promotions Manager	481	89	18.4%
112021	Marketing Manager	2,040	346	17.0%
112022	Sales Manager	4,459	825	18.5%
112031	Public Relations Manager	487	70	14.4%
113011	Office Manager	3,048	497	16.3%
	Computer and Information Systems			
113021	Manager	3,159	473	15.0%
113031	Financial Manager	6,158	887	14.4%

SOC Code	Job Title	Employment	Separators	Separation Rate
113041	Compensation and Benefits Manager	700	115	16.4%
113042	Training and Development Manager	345	60	17.5%
113049	Human Resources Manager	733	108	14.7%
113051	Industrial Production Manager	3,011	406	13.5%
113061	Purchasing Manager	1,001	145	14.5%
113071	Transportation Manager	1,102	172	15.6%
119011	Agriculture and Fishery Manager	70	19	27.4%
119012	Farmer and Rancher	6	2	27.7%
119021	Construction Manager	2,710	756	27.9%
119031	Pre-School and Day Care Administrator	556	93	16.7%
119032	Principal and Assistant Principal	2,760	176	6.4%
119033	College Administrator	1,361	86	6.3%
119039	Education Administrator	302	23	7.7%
119041	Engineering Manager	2,840	380	13.4%
119051	Food Service Manager	2,638	1,128	42.8%
119061	Funeral Director	260	56	21.5%
119071	Gaming Manager	28	6	23.2%
119081	Lodging Manager	253	93	36.6%
119111	Medical and Health Services Manager	3,171	446	14.1%
119121	Scientific Manager	448	48	10.7%
119131	Postmaster and Mail Superintendent	1	0	16.7%
119141	Property and Real Estate Association Manager	1,771	316	17.8%
119151	Social and Community Services Manager	1,254	214	17.1%
119199	Manager, Unclassified	3,824	492	12.9%

Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006

Business Operations and Finance Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
131011	Agent for Entertainers and Athletes	99	23	23.1%
131021	Farm Products Purchasing Agent and Buyer	173	28	16.4%

SOC Code	Job Title	Employment	Separators	Separation Rate
131022	Wholesale and Retail Buyer	1,768	322	18.2%
131023	Purchasing Agent	4,004	565	14.1%
131031	Claims Adjuster, Examiner, and Investigator	2,668	348	13.0%
131032	Auto Damage Adjuster	148	20	13.2%
131041	Compliance Officer	1,761	183	10.4%
131051	Cost Estimator	2,897	713	24.6%
131061	Emergency Management Specialist	130	12	9.6%
131071	Employment, Recruitment, and Placement Specialists	2,296	689	30.0%
131072	Compensation, Benefits, and Job Analysis Specialist	1,161	173	14.9%
131073	Training and Development Specialist	2,642	442	16.7%
131079	Human Resource Specialist	1,991	334	16.8%
131081	Logistician	734	96	13.1%
131111	Management Analyst	5,531	795	14.4%
131121	Meeting and Convention Planner	330	69	21.0%
131199	Business Operations Specialist	10,271	1,495	14.6%
132011	Accountant and Auditor	13,581	2,199	16.2%
132021	Assessor and Appraiser	697	83	11.9%
132031	Budget Analyst	561	57	10.1%
132041	Credit Analyst	879	111	12.6%
132051	Financial Analyst	1,941	257	13.3%
132052	Personal Financial Advisor	895	92	10.3%
132053	Insurance Underwriter	1,154	143	12.4%
132061	Financial Examiner	220	20	9.0%
132071	Loan Counselor	398	40	10.0%
132072	Loan Officer	5,108	513	10.1%
132081	Tax Examiner, Collector and Revenue Agent	693	39	5.6%
132082	Tax Preparer	777	122	15.7%
132099	Financial Specialist	1,398	156	11.1%

**Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006**

Computer and Mathematical Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
151011	Computer and Information Scientist	287	40	14.0%
151021	Computer Programmer	4,780	804	16.8%
151031	Applications Software Engineer	5,582	832	14.9%
151032	Systems Software Engineer	3,991	634	15.9%
151041	Computer Support Specialist	6,089	975	16.0%
151051	Computer Systems Analyst	5,973	794	13.3%
151061	Database Administrator	1,137	178	15.6%
151071	Network and Computer Systems Administrator	3,337	483	14.5%
151081	Communications Analyst	2,251	354	15.7%
151099	Computer Specialist	1,230	151	12.3%
152011	Actuary	182	25	13.9%
152021	Mathematician	32	3	10.5%
152031	Operations Research Analyst	598	71	11.9%
152041	Statistician	195	22	11.1%
152091	Mathematical Technician	14	2	11.2%
152099	Mathematical Science Specialist	59	9	14.5%

**Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006**

Architectural and Engineering Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
171011	Architect	1,291	213	16.5%
171012	Landscape Architect	262	59	22.4%
171021	Cartographer and Photogrammetrist	130	16	12.6%

SOC Code	Job Title	Employment	Separators	Separation Rate
171022	Surveyor	733	118	16.1%
172011	Aerospace Engineer	1,672	187	11.2%
172021	Agricultural Engineer	39	5	13.7%
172031	Biomedical Engineer	143	19	13.0%
172041	Chemical Engineer	364	42	11.5%
172051	Civil Engineer	2,936	447	15.2%
172061	Computer Hardware Engineer	975	145	14.9%
172071	Electrical Engineer	2,161	267	12.3%
172072	Electronics Engineer	1,652	230	13.9%
172081	Environmental Engineer	649	87	13.5%
172111	Health, Safety and Fire Prevention Engineer	338	52	15.5%
172112	Industrial Engineer	3,493	457	13.1%
172121	Marine Engineer and Navel Architect	79	11	13.5%
172131	Materials Engineer	385	42	11.0%
172141	Mechanical Engineer	3,484	435	12.5%
172151	Mining and Mine Safety Engineer	87	10	11.5%
172161	Nuclear Engineer	267	25	9.3%
172171	Petroleum Engineer	125	17	13.7%
172199	Engineer	1,728	267	15.5%
173011	Architectural and Civil Drafter	1,399	241	17.2%
173012	Electrical and Electronics Drafter	432	67	15.6%
173013	Mechanical Drafter	1,189	178	15.0%
173019	Drafter	208	35	17.0%
173021	Aerospace Engineering and Operations Technician	201	22	10.7%
173022	Civil Engineering Technician	1,066	129	12.1%
173023	Electrical and Electronic Engineering Technician	2,133	266	12.5%
173024	Electro-Mechanical Technician	198	27	13.5%
173025	Environmental Engineering Technician	268	44	16.6%
173026	Industrial Engineering Technician	1,212	155	12.8%
173027	Mechanical Engineering Technician	675	94	13.9%
173029	Engineering Technician (assigned)	803	109	13.5%
173031	Surveying and Mapping Technician	871	126	14.4%

**Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006**

Physical, Social and Life Science Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
191011	Animal Scientist	39	4	10.6%
191012	Food Scientist and Technologist	130	21	16.2%
191013	Soil and Plant Scientist	120	15	12.2%
191021	Biochemist and Biophysicist	215	28	12.8%
191022	Microbiologist	177	19	10.6%
191023	Zoologist and Wildlife Biologist	176	17	9.7%
191029	Biological Scientist	275	22	8.0%
191031	Conservation Scientist	149	10	6.9%
191032	Forester	156	21	13.2%
191041	Epidemiologist	39	3	8.4%
191042	Medical Scientist	941	107	11.4%
191099	Biological Scientist	122	14	11.7%
192011	Astronomer	8	0	5.9%
192012	Physicist	192	23	11.8%
192021	Atmospheric and Space Scientist	81	9	11.2%
192031	Chemist	940	112	11.9%
192032	Materials Scientist	87	11	12.3%
192041	Environmental Scientist	835	95	11.3%
192042	Geologist	280	36	13.0%
192043	Hydrologist	97	11	11.4%
192099	Physical Scientist	250	26	10.5%
193011	Economist	128	13	10.3%
193021	Market Research Analyst	2,415	380	15.7%
193022	Survey Researcher	264	41	15.5%
193031	Clinical, Counseling, and School Psychologist	1,297	134	10.3%
193032	Industrial-Organizational Psychologist	12	2	14.1%
193039	Psychologist	76	7	8.7%
193041	Sociologist	42	5	12.2%
193051	Urban and Regional Planner	324	26	8.0%
193091	Anthropologist and Archeologist	57	7	12.7%
193092	Geographer	7	1	7.7%

SOC Code	Job Title	Employment	Separators	Separation Rate
193093	Historian	29	3	10.1%
193094	Political Scientist	50	5	9.7%
193099	Social Scientist			
		311	30	9.6%
194011	Agricultural and Food Science Technician	284	39	13.7%
194021	Biological Technician	813	88	10.8%
194031	Chemical Technician	823	97	11.8%
194041	Geological and Petroleum Technician	89	13	14.9%
194051	Nuclear Technician	121	11	8.7%
194061	Social Science Research Assistant	197	24	12.0%
194091	Environmental Science and Protection Technician	398	50	12.5%
194092	Forensic Science Technician	106	7	7.1%
194093	Forest and Conservation Technician	292	19	6.5%
194099	Life, Physical and Social Science Technician	708	66	9.3%

Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006

Community and Social Service Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
211011	Substance Abuse and Behavioral Disorder Counselor	949	155	16.3%
211012	Educational, Vocational, and School Counselor	2,714	225	8.3%
211013	Marriage and Family Therapist	220	32	14.7%
211014	Mental Health Counselor	1,154	183	15.9%
211015	Rehabilitation Counselor	1,437	260	18.1%
211019	Counselor	243	32	13.1%
211021	Child, Family, and School Social Worker	2,851	340	11.9%
211022	Medical and Public Health Social Worker	1,478	213	14.4%
211023	Mental Health and Substance Abuse Social Worker	1,545	244	15.8%
211029	Social Worker	674	85	12.6%

SOC Code	Job Title	Employment	Separators	Separation Rate
211091	Health Educator	623	80	12.8%
211092	Probation Officer and Correctional Treatment Specialist	878	57	6.5%
211093	Social and Human Service Assistant	3,682	584	15.9%
211099	Community and Social Service Specialists	1,071	146	13.6%
212011	Clergy	364	55	15.1%
212021	Religious Education, Youth and Special Minister	107	18	16.5%
212099	Religious Worker	48	8	15.9%

Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006

Legal Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
231011	Lawyer	6,533	937	14.3%
231021	Judge and Hearing Officer	147	8	5.6%
231022	Arbitrator, Mediator, and Conciliator	55	6	11.8%
231023	Judge and Hearing Officer	243	14	5.6%
232011	Paralegal	2,698	395	14.6%
232091	Court Reporter	188	55	29.4%
232092	Law Clerk	456	52	11.4%
232093	Title Examiner, Abstractor, and Searcher	490	75	15.3%
232099	Paralegal and Legal Support Worker	699	55	7.9%

**Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006**

Education and Library Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
251000	College Teacher	17,420	1,121	6.4%
252011	Pre-School Teacher	4,075	688	16.9%
252012	Kindergarten Teacher	2,207	153	6.9%
252021	Elementary School Teacher	19,267	1,277	6.6%
252022	Middle School Teacher	8,271	547	6.6%
252023	Middle School Vocational Education Teacher	199	13	6.3%
252031	Secondary School Teacher	13,179	857	6.5%
252032	Secondary School Vocational Education Teacher	1,248	79	6.4%
252041	Elementary School Special Education Teacher	2,768	189	6.8%
252042	Middle School Special Education Teacher	1,338	85	6.4%
252043	High School Special Education Teacher	1,763	114	6.4%
253011	Adult Literacy, Remedial Education, and GED Teacher and Instructors	828	71	8.6%
253021	Self-Enrichment Education Teacher	1,667	179	10.7%
253099	Teacher	6,758	497	7.4%
254011	Archivist	56	7	12.9%
254012	Curator	95	11	11.4%
254013	Museum Technician and Conservator	98	10	9.9%
254021	Librarian	1,774	125	7.0%
254031	Library Technician	1,324	92	6.9%
259011	Audio-Visual Collections Specialist	88	6	6.5%
259021	Farm and Home Management Advisor	157	12	7.4%
259031	Instructional Coordinator	1,398	109	7.8%
259041	Teacher Assistant	15,639	1,214	7.8%
259099	Education, Training, and Library Worker	915	64	7.0%

**Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006**

Design, Artistic and Creative Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
271011	Art Director	324	52	16.2%
271012	Craft Artist	51	8	16.7%
271013	Fine Artist	97	16	16.4%
271014	Multi-Media Artist and Animator	243	43	17.8%
271019	Artist and Illustrator	51	10	19.5%
271021	Commercial and Industrial Designer	478	76	15.9%
271022	Fashion Designer	299	61	20.4%
271023	Floral Designer	776	210	27.0%
271024	Graphic Designer	2,142	316	14.8%
271025	Interior Designer	652	128	19.6%
271026	Merchandise Displayer and Window Trimmer	997	232	23.3%
271027	Set and Exhibit Designer	87	21	24.4%
271029	Designer	149	27	18.3%
272011	Actors	478	124	25.9%
272012	Producer and Director	641	108	16.9%
272021	Athlete	115	27	23.4%
272022	Coach and Scout	1,700	169	9.9%
272023	Sports Official	113	17	14.9%
272031	Dancer	101	21	20.9%
272032	Choreographer	202	14	6.8%
272041	Music Director	75	15	19.3%
272042	Musician and Singer	457	107	23.4%
272099	Entertainer, Performer and Sports Worker	428	143	33.4%
273011	Radio and Television Announcer	600	70	11.7%
273012	Announcer	93	31	33.6%
273021	Broadcast News Analysts	93	11	11.5%
273022	Reporters and Correspondents	494	62	12.6%
273031	Public Relations Specialist	2,209	347	15.7%
273041	Editor	854	127	14.9%
273042	Technical Writer	556	95	17.1%
273043	Writer and Author	447	72	16.0%

SOC Code	Job Title	Employment	Separators	Separation Rate
273091	Interpreter and Translator	344	36	10.6%
273099	Media and Communication Worker	273	42	15.6%
274011	Audio and Video Equipment Technician	418	90	21.6%
274012	Broadcast Technician	419	50	11.9%
274013	Radio Operator	12	1	8.6%
274014	Sound Engineering Technician	108	25	23.5%
274021	Photographer	729	113	15.5%
274031	Camera Operator	227	42	18.4%
274032	Film and Video Editor	122	27	21.8%
274099	Media and Communication Equipment Worker	139	23	16.3%

Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006

Health Care Professional and Technical Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
291011	Chiropractors	368	51	13.8%
291020	Dentists	1,451	190	13.1%
291031	Dietitian and Nutritionist	658	99	15.1%
291041	Optometrist	347	47	13.6%
291051	Pharmacist	3,410	580	17.0%
291060	Physicians and Surgeons	7,036	891	12.7%
291071	Physician Assistant	910	120	13.2%
291081	Podiatrist	119	15	12.8%
291111	Registered Nurses	32,393	4,047	12.5%
291121	Audiologist	146	18	12.6%
291122	Occupational Therapist	1,231	172	14.0%
291123	Physical Therapist	2,194	309	14.1%
291124	Radiation Therapist	205	25	12.2%
291125	Recreational Therapist	314	52	16.5%
291126	Respiratory Therapist	1,392	185	13.3%
291127	Speech Language Pathologist	1,276	132	10.3%
291129	Therapist	123	16	13.0%
291131	Veterinarian	635	99	15.5%

SOC Code	Job Title	Employment	Separators	Separation Rate
291199	Health Diagnosing and Treating Practitioner	801	98	12.3%
292011	Medical and Clinical Laboratory Technologist	2,232	272	12.2%
292012	Medical and Clinical Laboratory Technician	2,032	256	12.6%
292021	Dental Hygienist	2,380	322	13.5%
292031	Cardiovascular Technologist and Technician	628	76	12.1%
292032	Diagnostic Medical Sonographer	642	81	12.6%
292033	Nuclear Medicine Technologist	266	36	13.3%
292034	Radiologic Technologist and Technician	2,690	349	13.0%
292041	Emergency Medical Technician and Paramedic	2,542	290	11.4%
292051	Dietetic Technician	332	53	15.8%
292052	Pharmacy Technician	4,055	713	17.6%
292053	Psychiatric Technician	833	105	12.6%
292054	Respiratory Therapy Technician	320	40	12.4%
292055	Surgical Technologist	907	113	12.5%
292056	Veterinary Technologist and Technician	848	131	15.5%
292061	Licensed Practical and Licensed Vocational Nurse	10,090	1,914	19.0%
292071	Medical Records Technician	2,287	319	14.0%
292081	Dispensing Optician	855	130	15.2%
292091	Orthotist and Prosthetist	60	9	15.1%
292099	Health Technologist and Technician	994	122	12.3%
299011	Occupational Health and Safety Specialist	468	53	11.4%
299012	Occupational Health and Safety Technician	122	16	13.3%
299091	Athletic Trainer	182	24	13.4%
299099	Healthcare Practitioners and Technical Worker	690	87	12.7%

**Occupational Detail
Employment, Separation and Separation Rate
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Health Care Support Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
311011	Home Health Aide	9,261	1,774	19.2%
311012	Nursing Aide, Orderly, and Attendant	19,860	3,967	20.0%
311013	Psychiatric Aide	745	99	13.3%
312011	Occupational Therapist Assistant	314	50	15.9%
312012	Occupational Therapist Aide	88	13	14.9%
312021	Physical Therapist Assistant	851	126	14.8%
312022	Physical Therapist Aide	611	87	14.2%
319011	Massage Therapist	444	88	19.9%
319091	Dental Assistant	3,975	528	13.3%
319092	Medical Assistant	5,613	762	13.6%
319093	Medical Equipment Preparer	600	73	12.2%
319094	Medical Transcriptionist	1,299	211	16.2%
319095	Pharmacy Aide	643	114	17.7%
319096	Veterinary Assistant	936	146	15.6%
319099	Healthcare Support Worker	2,552	335	13.1%

**Occupational Detail
Employment, Separation and Separation Rate
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Protective Service Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
331011	Correction Officer Supervisor	364	28	7.6%
331012	Police Supervisor	880	50	5.7%
331021	Firefighter Supervisor	506	29	5.7%
331099	Protective Services Workers Supervisor	605	180	29.8%
332011	Fire Fighter	2,650	152	5.7%
332021	Fire Inspector and Investigator	122	9	7.7%
332022	Forest Fire Inspector and Prevention	15	1	5.6%

SOC Code	Job Title	Employment	Separators	Separation Rate
	Specialist			
333011	Bailiff	165	9	5.6%
333012	Corrections Officer and Jailer	4,001	326	8.1%
333021	Detective and Criminal Investigator	816	46	5.6%
333031	Fish and Game Warden	60	3	5.6%
333041	Parking Enforcement Worker	100	6	6.4%
333051	Police and Sheriff's Patrol Officer	6,000	339	5.7%
333052	Transit and Railroad Police Officer	37	2	5.9%
339011	Animal Control Worker	129	8	6.5%
339021	Private Detective and Investigator	346	132	38.2%
339031	Gaming Surveillance Officer and Gaming Investigator	67	8	12.6%
339032	Security Guard	13,150	5,177	39.4%
339091	Crossing Guard	738	98	13.3%
339092	Lifeguard, Ski Patrol, and Other			
	Recreational Protective Service Worker	790	118	14.9%
339099	Protective Service Worker	1,341	121	9.0%

Occupational Detail
Employment, Separation and Separation Rate
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Food Service Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
351011	Chef	1,601	681	42.5%
351012	Food Service Supervisor	10,446	4,370	41.8%
352011	Fast Food Cook	9,176	4,309	47.0%
352012	Institution and Cafeteria Cook	5,172	962	18.6%
352013	Personal Chef and Cook	3	1	28.0%
352014	Restaurant Cook	10,991	5,090	46.3%
352015	Short Order Cook	2,842	1,265	44.5%
352019	Cook	144	54	37.7%
352021	Food Preparation Worker	12,087	4,245	35.1%
353011	Bartender	6,175	2,716	44.0%
353021	Combined Food Preparation and Serving Worker	32,841	14,076	42.9%
353022	Food Service Counter Clerk	6,692	2,650	39.6%

SOC Code	Job Title	Employment	Separators	Separation Rate
353031	Wait staff	31,636	14,594	46.1%
353041	Food Server	2,401	723	30.1%
359011	Dining Room and Cafeteria Attendant and Bartender Helper	5,207	2,227	42.8%
359021	Dishwasher	6,882	3,051	44.3%
359031	Host and Maitre 'De	4,610	2,145	46.5%
359099	Food Service Worker	682	245	36.0%

Occupational Detail
Employment, Separation and Separation Rate
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Building and Grounds Service Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
371011	Housekeeping and Janitorial Supervisor	2,289	694	30.3%
371012	Supervisor of Cleaning and Grounds Services Workers	1,277	503	39.4%
372011	Janitor and Cleaner	26,985	8,089	30.0%
372012	Maid and Housekeeper	9,727	2,986	30.7%
372019	Building Cleaning Worker	168	72	42.9%
372021	Pest Control Worker	829	436	52.5%
373011	Landscaping and Grounds-keeping Worker	10,962	4,256	38.8%
373012	Pesticide Handler, Sprayer, and Applicator	368	159	43.2%
373013	Tree Trimmer and Pruner	63	6	10.1%
373019	Grounds Maintenance Worker	77	15	19.5%

**Occupational Detail
Employment, Separation and Separation Rate
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Personal Service Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
391011	Gaming Supervisor	205	51	25.1%
391012	Slot Key Person	127	25	19.5%
391021	Personal Service Worker Supervisor	1,350	279	20.6%
392011	Animal Trainer	124	33	26.8%
392021	Animal Caretaker	1,229	251	20.5%
393011	Gaming Dealer	696	175	25.1%
393012	Gaming Support Worker	170	36	21.1%
393019	Gaming Service Worker	114	23	19.7%
393021	Motion Picture Projectionist	50	19	36.8%
393031	Usher, Lobby Attendant, and Ticket Taker	819	252	30.7%
393091	Amusement and Recreation Attendant	2,014	419	20.8%
393092	Costume Attendant	33	8	25.0%
393093	Locker Room, Coatroom, and Dressing Room Attendant	126	31	24.9%
393099	Entertainment Attendant	101	21	20.8%
394011	Embalmer	116	25	21.5%
394021	Funeral Attendant	358	77	21.5%
395011	Barbers	161	34	21.2%
395012	Hairdresser, Hairstylist, and Cosmetologist	3,763	812	21.6%
395091	Theatrical Makeup Artist	11	2	21.3%
395092	Manicurist and Pedicurist	495	107	21.5%
395093	Shampooer	191	41	21.5%
395094	Skin Care Specialist	286	62	21.6%
396011	Baggage Porter and Bellhop	410	137	33.5%
396012	Concierge	90	29	32.4%
396021	Tour Guide and Escort	289	73	25.1%
396022	Travel Guide	34	17	49.8%
396031	Flight Attendant	199	24	12.1%
396032	Transportation Attendant	223	30	13.3%
399011	Child Care Worker	6,554	1,090	16.6%
399021	Personal and Home Care Aide	7,504	1,366	18.2%

SOC Code	Job Title	Employment	Separators	Separation Rate
399031	Fitness Trainer	1,702	357	21.0%
399032	Recreation Worker	2,787	434	15.6%
399041	Residential Advisor	653	109	16.7%
399099	Personal Care and Service Worker	707	147	20.8%

Occupational Detail
Employment, Separation and Separation Rate
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Sales Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
411011	Retail Sales Supervisor	16,648	4,404	26.5%
411012	Non-Retail Sales Supervisor	3,743	667	17.8%
412011	Cashier	53,722	16,139	30.0%
412012	Gaming Change Person and Booth Cashier	248	56	22.6%
412021	Counter and Rental Clerk	6,112	1,383	22.6%
412022	Parts Salesperson	3,687	626	17.0%
412031	Retail Salesperson	68,639	17,416	25.4%
413011	Advertising Sales Agent	1,753	254	14.5%
413021	Insurance Sales Agent	3,514	446	12.7%
413031	Securities, Commodities, and Financial Services Sales Agent	2,071	207	10.0%
413041	Travel Agent	1,169	617	52.8%
413099	Sales Representative	5,003	1,148	23.0%
414011	Technical and Scientific Products Sales Representative	5,018	674	13.4%
414012	Manufacturers Representative	21,239	3,302	15.5%
419011	Demonstrator and Product Promoter	1,259	319	25.3%
419012	Model	12	1	6.5%
419021	Real Estate Broker	478	84	17.5%
419022	Real Estate Sales Agent	1,807	354	19.6%
419031	Sales Engineer	930	127	13.7%
419041	Telemarketer	5,056	1,773	35.1%
419091	Door-to-Door and Street Sales Worker	98	22	22.4%
419099	Sales Worker	2,108	446	21.2%

**Occupational Detail
Employment, Separation and Separation Rate
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Clerical and Administrative Support Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
431011	Supervisor of Office and Administrative Support Workers	18,452	3,187	17.3%
432011	Switchboard Operator	2,553	591	23.2%
432021	Telephone Operator	387	61	15.7%
432099	Telephone Operator	34	3	8.9%
433011	Bill and Account Collector	6,055	1,433	23.7%
433021	Billing and Posting Clerk and Machine Operator	7,383	1,215	16.5%
433031	Bookkeeper	24,458	4,672	19.1%
433041	Gaming Cage Worker	162	37	22.7%
433051	Payroll and Timekeeping Clerk	2,875	591	20.5%
433061	Procurement Clerk	938	136	14.5%
433071	Teller	9,407	926	9.8%
434011	Brokerage Clerk	455	48	10.6%
434021	Correspondence Clerk	208	29	13.8%
434031	Court and Municipal Clerk	986	69	7.0%
434041	Credit Clerk	948	153	16.2%
434051	Customer Service Representative	28,293	5,521	19.5%
434061	Eligibility Interviewer	833	55	6.6%
434071	File Clerk	3,012	585	19.4%
434081	Front Desk and Guest Services Clerk	1,642	622	37.9%
434111	Interviewer	2,740	380	13.9%
434121	Library Assistant	1,195	81	6.8%
434131	Loan Processor	3,477	376	10.8%
434141	New Accounts Clerk	1,252	122	9.7%
434151	Order Clerk	3,372	577	17.1%
434161	Human Resources Assistant	2,182	367	16.8%
434171	Receptionist	14,604	2,710	18.6%
434181	Reservation and Transportation Ticket Agent and Travel Clerk	904	305	33.7%
434199	Information and Record Clerk	2,881	434	15.1%
435011	Cargo and Freight Agent	788	136	17.3%
435021	Courier and Messenger	1,244	190	15.3%

SOC Code	Job Title	Employment	Separators	Separation Rate
435031	Police, Fire and Ambulance Dispatcher	940	67	7.1%
435032	Dispatcher	2,513	497	19.8%
435041	Meter Reader	951	91	9.6%
435051	Postal Service Clerk	2	0	16.7%
435052	Mail Carrier	8	1	16.7%
435053	Postal Service Mail Sorter, Processor, and Processing Machine Operator	5	1	16.7%
435061	Expediter	4,626	694	15.0%
435071	Shipping, Receiving, and Traffic Clerk	12,065	2,231	18.5%
435081	Stock Clerk and Order Filler	25,504	5,817	22.8%
435111	Weigher, Measurer, Checker, and Sampler	1,231	296	24.1%
436011	Executive Secretary and Administrative Assistant	18,357	3,139	17.1%
436012	Legal Secretary	3,463	542	15.7%
436013	Medical Secretary	5,606	745	13.3%
436014	Secretary	22,587	3,712	16.4%
439011	Computer Operator	1,561	286	18.3%
439021	Data Entry Clerk	3,581	856	23.9%
439022	Word Processor	1,729	301	17.4%
439031	Desktop Publisher	274	41	15.1%
439041	Insurance Claims and Policy Processing Clerk	2,789	360	12.9%
439051	Mail Clerks and Mail Machine Operators, Except Postal Service	1,665	404	24.2%
439061	Office Clerk	39,433	7,274	18.4%
439071	Office Machine Operator	1,011	277	27.4%
439081	Proofreader and Copy Marker	196	36	18.2%
439111	Statistical Assistant	169	17	10.2%
439199	Office and Administrative Support Worker	2,754	304	11.0%

**Occupational Detail
Employment, Separation and Separation Rate
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Agricultural, Forestry and Fishing Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
451011	Supervisors of Farm, Fishery and Forestry Workers	468	120	25.7%
451012	Farm Labor Contractor	64	19	29.3%
452011	Agricultural Inspector	140	17	11.9%
452021	Animal Breeder	54	15	27.6%
452041	Agricultural Products Grader and Sorter	971	253	26.1%
452091	Agricultural Equipment Operator	562	155	27.6%
452092	Farm worker and Laborer	6,596	1,896	28.7%
452093	Livestock and Ranch Hand	804	186	23.2%
452099	Agricultural Worker	128	23	18.1%
453011	Fishers and Related Fishing Worker	4	1	17.1%
454011	Forest and Conservation Worker	98	11	11.7%
454021	Faller	310	90	29.0%
454022	Logging Equipment Operator	910	252	27.7%
454023	Log Grader and Scaler	149	31	20.8%
454029	Logging Worker	176	49	28.0%

**Occupational Detail
Employment, Separation and Separation Rate
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Construction, Mining and Extraction Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
471011	Supervisor of Construction and Extraction Workers	7,599	2,024	26.6%
472011	Boilermaker	236	60	25.6%
472021	Brick mason and Block mason	1,299	388	29.9%
472022	Stonemason	190	57	30.2%
472031	Carpenter	14,033	4,063	29.0%
472041	Carpet Installer	444	123	27.8%

SOC Code	Job Title	Employment	Separators	Separation Rate
472042	Floor Layer	165	47	28.2%
472043	Floor Sander and Finisher	58	17	29.5%
472044	Tile and Marble Setter	485	138	28.5%
472051	Cement Mason and Concrete Finisher	2,470	724	29.3%
472053	Terrazzo Worker and Finisher	32	7	21.3%
472061	Construction Laborer	13,183	3,961	30.0%
472071	Paving, Surfacing, and Tamping Equipment Operator	840	195	23.3%
472072	Pile-Driver Operator	67	19	27.8%
472073	Operating Engineer	5,569	1,227	22.0%
472081	Drywall and Ceiling Tile Installer	1,360	417	30.6%
472082	Taper	401	122	30.5%
472111	Electrician	7,765	1,807	23.3%
472121	Glazier	431	120	27.8%
472131	Floor, Ceiling and Wall Insulation Worker	342	100	29.3%
472132	Mechanical Insulation Worker	254	70	27.7%
472141	Painter	2,805	772	27.5%
472142	Paperhanger	80	22	27.1%
472151	Pipe layer	833	196	23.5%
472152	Plumber, Pipefitter & Steamfitter	5,091	1,272	25.0%
472161	Plasterer and Stucco Mason	494	149	30.2%
472171	Reinforcing Iron and Rebar Worker	371	105	28.2%
472181	Roofer	1,237	377	30.5%
472211	Metal Worker	2,179	504	23.1%
472221	Structural Iron and Steel Worker	887	254	28.6%
473011	Helper for Brick and Block masons, Stonemasons, and Tile and Marble Setters	608	185	30.4%
473012	Helper for Carpenters	1,531	460	30.1%
473013	Helper for Electricians	931	280	30.1%
473014	Helper for Painters, Paperhangers, Plasterers, and Stucco Masons	230	70	30.3%
473015	Helper for Pipe layers, Plumbers, Pipe fitters, and Steamfitters	859	252	29.4%
473016	Helper for Roofers	206	63	30.8%
473019	General Construction Helper	463	152	32.8%
474011	Construction and Building Inspector	1,009	122	12.1%
474021	Elevator Installer and Repairer	205	60	29.2%
474031	Fence Erector	226	64	28.4%
474041	Hazardous Material Removal Worker	423	107	25.2%

SOC Code	Job Title	Employment	Separators	Separation Rate
474051	Highway Maintenance Worker	1,380	103	7.5%
474061	Rail-Track Laying and Maintenance Equipment Operator	32	7	21.7%
474071	Septic Tank Servicer and Sewer Pipe Cleaner	183	40	21.6%
474091	Segmental Paver	4	1	28.5%
474099	Construction Helper	796	265	33.3%
475011	Oil and Gas Derrick Operator	60	19	31.9%
475012	Oil and Gas Rotary Drill Operator	72	22	30.8%
475013	Oil, Gas and Mining Service Unit Operator	91	29	31.9%
475021	Earth Driller	306	68	22.2%
475031	Explosive Worker, Ordnance Handling Expert and Blaster	70	9	12.1%
475041	Continuous Mining Machine Operator	261	27	10.5%
475042	Mine Cutting and Channeling Machine Operator	172	18	10.7%
475049	Mining Machine Operator	67	7	10.5%
475051	Rock Splitter	82	9	10.6%
475061	Mining Roof Bolter	129	13	10.4%
475071	Roustabout	178	51	28.9%
475081	Mining Worker	347	64	18.5%
475099	Mining Worker	98	17	17.1%

**Occupational Detail
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Installation and Repair Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
491011	Supervisor of Installation, Maintenance and Repair Workers	6,852	1,151	16.8%
492011	Computer, Automated Teller, and Office Machine Repairer	1,809	322	17.8%
492021	Radio Mechanic	72	12	16.4%
492022	Telecommunications Equipment Installer and Repairer	2,750	423	15.4%

SOC Code	Job Title	Employment	Separators	Separation Rate
492091	Avionics Technician	308	37	12.0%
492092	Electric Home Appliance and Power Tool Repairer	286	55	19.3%
492093	Electrical Mechanic	215	28	13.0%
492094	Industrial Machinery Mechanic	1,006	144	14.4%
492095	Power Systems Maintenance Mechanic	591	34	5.7%
492096	Electrical Mechanic	256	48	18.7%
492097	Electronic Home Entertainment Equipment Installer and Repairer	323	68	21.0%
492098	Security and Fire Alarm Systems Installer	415	193	46.5%
493011	Aircraft Mechanic and Service Technician	1,270	157	12.3%
493021	Automotive Body Repairer	2,495	550	22.0%
493022	Automotive Glass Installer and Repairer	269	63	23.4%
493023	Automotive Service Technician	10,068	2,159	21.4%
493031	Bus and Truck Mechanic and Diesel Engine Specialist	3,801	662	17.4%
493041	Farm Equipment Mechanic	464	68	14.7%
493042	Mobile Heavy Equipment Mechanic	1,776	292	16.4%
493043	Rail Car Repairer	94	14	14.4%
493051	Motorboat Mechanic	269	53	19.6%
493052	Motorcycle Mechanic	264	48	18.2%
493053	Outdoor Power Equipment and Other Small Engine Mechanic	172	41	23.6%
493091	Bicycle Repairer	98	29	29.3%
493092	Recreational Vehicle Service Technician	222	40	18.2%
493093	Tire Repairer and Changer	1,520	292	19.2%
499011	Mechanical Door Repairer	161	39	24.1%
499012	Control and Valve Installer and Repairer	837	64	7.7%
499021	Heating, Air Conditioning, and Refrigeration Mechanic and Installer	2,600	640	24.6%
499031	Home Appliance Repairer	514	106	20.6%
499041	Industrial Machinery Mechanic	4,993	662	13.3%
499042	Maintenance and Repair Worker	18,583	3,187	17.1%
499043	Machinery Maintenance Worker	1,647	228	13.8%
499044	Millwright	1,143	175	15.3%
499045	Refractory Materials Repairer	85	9	10.5%
499051	Electrical Power-Line Installer and Repairer	2,674	251	9.4%

SOC Code	Job Title	Employment	Separators	Separation Rate
499052	Telecommunications Line Installer and Repairer	2,024	349	17.2%
499060	Precision Instrument and Equipment Repairer	620	100	16.1%
499091	Coin, Vending, and Amusement Machine Servicer and Repairer	405	80	19.8%
499092	Commercial Diver	19	7	35.4%
499093	Fabric Mender	57	7	11.5%
499094	Locksmith and Safe Repairer	206	91	44.1%
499095	Manufactured Building and Mobile Home Installer	152	39	25.4%
499096	Rigger	149	26	17.7%
499097	Signal and Track Switch Repairer	3	1	16.7%
499098	Helpers for Installation, Maintenance, and Repair Workers	2,299	466	20.3%
499099	Installation, Maintenance, and Repair Worker	1,922	367	19.1%

Occupational Detail
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Production Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
511011	Production Supervisor	13,467	1,936	14.4%
512011	Aircraft Structure, Surfaces, Rigging, and Systems Assembler	612	59	9.7%
512020-512030	Electrical and Electronic Equipment Assemblers	5,093	707	13.9%
512041	Structural Metal Fabricator and Fitter	1,691	236	14.0%
512091	Fiberglass Laminator and Fabricator	691	81	11.7%
512092	Team Assembler	24,311	4,246	17.5%
512093	Timing Device Assembler, Adjuster, and Calibrator	28	4	15.0%
512099	Mechanical Assembler	5,032	847	16.8%
513011	Baker	2,330	605	26.0%
513021	Butcher and Meat Cutter	1,724	431	25.0%
513022	Meat, Poultry, and Fish Cutter and Trimmer	2,576	477	18.5%

SOC Code	Job Title	Employment	Separators	Separation Rate
513023	Slaughterer and Meat Packer	2,802	489	17.5%
513091	Food and Tobacco Roasting, Baking, and Drying Machine Operator	357	62	17.5%
513092	Food Batchmaker	1,706	311	18.2%
513093	Food Cooking Machine Operator	696	147	21.1%
514011	Metal and Plastic Computer-Controlled Machine Tool Operator	2,535	303	12.0%
514012	Numerical Tool and Process Control Programmer	306	40	13.1%
514020	Metal and Plastic Processing Machine Setter and Operator	14,050	1,628	11.6%
514041	Machinist	6,682	932	13.9%
514051	Metal-Refining Furnace Operator	676	55	8.1%
514052	Metal Pourer and Caster	545	43	8.0%
514061	Metal and Plastic Model Maker	85	11	12.8%
514062	Metal and Plastic Patternmaker	161	16	10.1%
514071	Foundry Mold and Coremaker	552	46	8.3%
514072	Metal and Plastic Molding, Coremaking, and Casting Machine Setter and Operator	3,134	395	12.6%
514081	Metal and Plastic Multiple Machine Tool Setter and Operator	2,065	258	12.5%
514111	Tool and Die Maker	2,003	224	11.2%
514121	Welder, Cutter, Solderer, and Brazier	6,654	975	14.6%
514122	Welding, Soldering, and Brazing Machine Setter and Operator	930	114	12.3%
514190	Metal and Plastic Worker	2,650	344	13.0%
515010-				
515020	Printing and Bindery Worker	4,352	568	13.1%
516011	Laundry and Dry-Cleaning Machine Operators and Tenders	2,553	573	22.4%
516021	Presser	1,293	296	22.9%
516031	Sewing Machine Operator	9,876	1,891	19.1%
516041	Shoe and Leather Worker and Repairer	67	19	27.8%
516042	Shoe Machine Operator	18	4	22.4%
516051	Hand Sewer	290	53	18.4%
516052	Custom Tailor	589	150	25.4%
516060	Textile Machine Operator	6,577	1,127	17.1%
516091	Synthetic and Glass Fibers Extruding and Forming Machine Setter and Operator	547	77	14.0%
516092	Fabric and Apparel Patternmaker	387	80	20.5%

SOC Code	Job Title	Employment	Separators	Separation Rate
516093	Upholsterer	977	220	22.5%
516099	Textile, Apparel, and Furnishings Worker	736	156	21.2%
517011	Cabinetmaker and Bench Carpenter	3,296	748	22.7%
517021	Furniture Finisher	592	140	23.6%
517031	Wood Model Makers	49	11	22.5%
517032	Wood Patternmaker	52	10	18.3%
517041	Wood Sawing Machine Setter, Operator, and Tender	1,999	416	20.8%
517042	Woodworking Machine Setters and Operators	2,977	617	20.7%
517099	Woodworker	281	59	21.1%
518011	Nuclear Power Reactor Operator	113	6	5.4%
518012	Power Distributors and Dispatcher	190	11	5.6%
518013	Power Plant Operator	932	53	5.7%
518021	Stationary Engineer and Boiler Operator	703	72	10.3%
	Water and Liquid Waste Treatment and			
518031	System Operator	1,309	87	6.6%
518090	Plant and System Operator	1,699	119	7.0%
519011	Chemical Equipment Operator	623	55	8.8%
	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setter			
519012	and Operator	661	93	14.0%
	Crushing, Grinding, and Polishing			
519021	Machine Setter and Operator	840	114	13.5%
519022	Hand Grinding and Polishing Worker	1,076	148	13.7%
	Mixing and Blending Machine Setter			
519023	and Operator	1,994	242	12.1%
519031	Hand Cutter and Trimmer	698	125	17.9%
	Cutting and Slicing Machine Setter and			
519032	Operator	1,518	187	12.3%
	Extruding, Forming, Pressing, and Compacting Machine Setter and			
519041	Operator	1,497	201	13.4%
	Furnace, Kiln, Oven, Drier, and Kettle			
519051	Operator	674	88	13.1%
519061	Quality Control Inspector	9,992	1,600	16.0%
519071	Jeweler	350	90	25.6%
519081	Dental Laboratory Technician	555	81	14.7%
519082	Medical Appliance Technician	119	20	16.8%
519083	Ophthalmic Laboratory Technician	312	48	15.3%
519111	Packaging and Filling Machine	6,760	1,383	20.5%

SOC Code	Job Title	Employment	Separators	Separation Rate
	Operator			
	Coating, Painting, and Spraying			
519121	Machine Setter and Operator	2,123	304	14.3%
519122	Transportation Equipment Painter	1,031	167	16.2%
	Painting, Coating and Decorating			
519123	Worker	397	70	17.7%
519131	Photographic Process Worker	296	56	18.8%
	Photographic Processing Machine			
519132	Operator	409	82	20.1%
519141	Semiconductor Processor	541	84	15.6%
	Cementing and Gluing Machine			
519191	Operator	572	93	16.3%
	Cleaning, Washing, and Metal Pickling			
519192	Equipment Operator	297	47	15.9%
	Cooling and Freezing Equipment			
519193	Operator	178	30	16.6%
519194	Precision Etcher and Engraver	117	20	17.2%
519195	Molder, Shaper, and Caster	649	83	12.8%
	Paper Goods Machine Setter and			
519196	Operator	2,617	178	6.8%
519197	Tire Builder	349	50	14.2%
519198	Helper for Production Workers	10,705	2,132	19.9%
519199	Production Worker	5,216	1,285	24.6%

Occupational Detail
Employment, Separation and Separation Rate
Statewide 1st Quarter 2006

Transportation Occupations

SOC Code	Job Title	Employment	Separators	Separation Rate
531011	Aircraft Cargo Handling Supervisor	41	7	18.3%
531021	Supervisor of Hand Material Moving			
	Workers	2,717	483	17.8%
531031	Supervisor of Transport and Material			
	Moving Machine Workers	3,058	535	17.5%
532011	Airline Pilot, Copilot, and Flight			
	Engineer	212	24	11.5%
532012	Commercial Pilot	243	38	15.7%
532021	Air Traffic Controller	204	13	6.4%

SOC Code	Job Title	Employment	Separators	Separation Rate
532022	Airfield Operations Specialist	40	4	10.5%
533011	Ambulance Driver and Attendant	249	32	12.7%
533021	Transit Bus Driver	2,008	190	9.5%
533022	School Bus Driver	5,994	509	8.5%
533031	Delivery Driver	5,554	1,604	28.9%
533032	Heavy and Tractor-Trailer Truck Driver	28,940	5,757	19.9%
533033	Light and Delivery Service Truck Driver	12,962	2,577	19.9%
533041	Taxi Driver and Chauffeur	1,858	320	17.2%
533099	Motor Vehicle Operator	999	214	21.4%
534011	Locomotive Engineer	18	1	7.7%
534013	Rail Yard Engineer, Dinkey Operator, and Hostler	47	5	11.6%
534021	Railroad Brake, Signal, and Switch Operator	18	3	15.0%
534031	Railroad Conductor, Yardmaster and Yard Worker	3	0	16.7%
534099	Rail Transportation Worker	13	2	13.8%
535011	Sailor and Marine Oiler	286	55	19.2%
535021	Captain, Mate, and Pilot of Water Vessels	263	50	18.9%
535022	Motorboat Operator	17	3	17.2%
535031	Ship Engineer	122	24	19.5%
536011	Bridge and Lock Tender	31	2	6.8%
536021	Parking Lot Attendant	1,480	331	22.4%
536031	Service Station Attendant	1,605	512	31.9%
536041	Traffic Technician	63	4	6.2%
536051	Transportation Inspector	267	33	12.2%
536099	Transportation Worker	314	49	15.7%
537011	Conveyor Operator	813	118	14.6%
537021	Crane and Tower Operator	791	125	15.8%
537031	Dredge Operator	44	6	13.6%
537032	Excavating and Loading Machine and Dragline Operator	1,061	227	21.4%
537033	Underground Mining Loading Machine Operator	67	7	10.5%
537041	Hoist and Winch Operator	49	8	16.6%
537051	Industrial Truck and Tractor Operator	11,313	1,895	16.8%
537061	Cleaner of Vehicles and Equipment	5,249	1,145	21.8%
537062	Freight and Stock Laborer	33,434	8,278	24.8%
537063	Machine Feeder and Offbearer	3,168	496	15.7%

SOC Code	Job Title	Employment	Separators	Separation Rate
537064	Hand Packer and Packager	13,573	3,323	24.5%
537071	Gas Compressor and Gas Pumping Station Operator	46	4	9.4%
537072	Pump Operators	78	11	13.7%
537073	Wellhead Pumper	45	7	15.1%
537081	Sanitation Worker	1,452	348	24.0%
537121	Tank Car, Truck, and Ship Loader	246	41	16.6%
537199	Material Moving Worker	634	117	18.4%

Appendix C

Distribution of SOC Occupations to Units of Analysis and Occupational Clusters

Overview

Georgia State University, with a grant from the U.S. Department of Labor, created the Occupational Supply and Demand System and developed a clustering approach which they entitled units of analysis (www.occsupplydemand.org/OSD_Main.aspx). The units of analysis are the bridge between two classification systems. The first is the Classification of Instructional Programs (CIP) system used by the Department of Education to categorize the post-secondary education data they collect in IPEDS (Integrated Post-secondary Education Data System). The second is the Standard Occupational Code system maintained by the Bureau of Labor Statistics. The units of analysis create a many-to-many relationship between instructional programs and occupations. There are 242 Units of Analysis; all but a few of them link with two or more occupations.

The number of units of analysis makes sense in terms of linking occupations to courses of study; however, it is too many for a comfortable display of data in a report. For this report, the units of analysis were grouped into 21 occupational clusters. The distribution of the units of analysis into the clusters is shown below. The cluster titles are shown in bold. Total employment, separations and separation rate are based on LED data from the first quarter of 2006.

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Artistic				
001B-03	Arts and Crafts	1,064	149	14.0%
002B-03	Dance	303	35	11.5%
003B-03	Photography	852	140	16.4%
004B-03	Dramatic Arts (Theater/Film)	1,846	394	21.4%
005B-03	Music	831	141	16.9%
006C-03	General Artistic and Craft Work	0	0	NA
007B-03	Design	4,928	944	19.2%
008B-14	Interior Design	652	128	19.6%
Architecture and Engineering				
009A-02	Architecture	1,291	213	16.5%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Architecture and Engineering (continued)				
010A-01	Landscape Architecture	262	59	22.4%
011A-15	Agricultural Engineering	39	5	13.7%
012A-11	Computer Engineering	10,548	1,611	15.3%
013A-15	Naval Architecture and Marine Engineering	79	11	13.5%
014A-15	Aeronautical and Astronautical Engineering	1,672	187	11.2%
015A-15	Materials Engineering	385	42	11.0%
016A-15	Chemical Engineering	364	42	11.5%
017A-15	Civil Engineering	2,936	447	15.2%
018A-15	Electrical and Electronic Engineering	3,813	496	13.0%
019A-15	Industrial Engineering	3,493	457	13.1%
020A-15	Mechanical Engineering	3,484	435	12.5%
021A-01	Mining Engineering	87	10	11.5%
022A-15	Nuclear Engineering	267	25	9.3%
023A-15	Petroleum Engineering	125	17	13.7%
024A-05	General Engineering	2,173	295	13.6%
025A-15	Materials Science	87	11	12.3%
026A-15	Bioengineering and Biomedical Engineering	143	19	13.0%
027A-01	Environmental and Environmental Health Engineering	987	140	14.2%
029A-02	General Engineering Technology	803	109	13.5%
030A-02	Environmental Technology	666	94	14.1%
031A-01	Industrial and Manufacturing Technology	1,212	155	12.8%
032A-13	Mechanical Engineering Technology	675	94	13.9%
033A-01	Petroleum Technology	89	13	14.9%
034A-13	Electrical and Electronic Technology	2,331	292	12.5%
035A-02	Surveying and Cartography	1,734	260	15.0%
036A-16	Communications Electronics	5,173	852	16.5%
037A-02	Drafting	3,227	522	16.2%
038B-03	Communications Technologies	1,373	249	18.2%
039B-13	Civil Engineering Technology	1,066	129	12.1%
128A-16	Aerospace Technology	201	22	10.7%
040A-08	Occupational Health and Safety	590	70	11.8%

Installation and Repair Technicians

041B-13	Electromechanical Equipment and Instrument Production and Repair	1,046	138	13.2%
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Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Installation and Repair Technicians				
042A-02	Air Conditioning and Heating Installation and Repair	2,600	640	24.6%
043B-13	Appliance and Equipment Repair	1,160	282	24.3%
044A-13	Computer/Business Machine Production and Repair	3,748	600	16.0%
045A-03	Musical Instrument Repair	58	16	27.1%
046A-14	Jewelry and Watch Repair	383	100	26.2%
047B-13	Medical Equipment Repair	312	44	14.1%
048B-02	Building Maintenance	19,710	3,366	17.1%
049C-13	General Mechanics and Repairers	0	0	NA
050A-16	Automobile Mechanics	11,588	2,451	21.2%
051A-16	Aircraft Mechanics	2,189	253	11.5%
052B-16	Agricultural Mechanics and Machinery Operators	1,027	223	21.8%
053B-16	Heavy Equipment Repair	1,776	292	16.4%
054B-13	Industrial Machinery Repair	8,167	1,177	14.4%
055B-16	Automobile Body Repair	2,764	613	22.2%
056B-16	Diesel Engine Repair	3,801	662	17.4%
057B-16	Small Engine Repair	706	141	20.0%
058B-16	Bicycle Repair	98	29	29.3%
059B-16	Marine Maintenance and Repair	122	24	19.5%
Construction				
060B-02	General Construction and Mining Mechanics	20,425	5,193	25.4%
062A-02	Masonry and Tile Setting	2,585	770	29.8%
063A-02	Carpentry	15,564	4,524	29.1%
064A-02	Electrical	12,717	2,502	19.7%
065B-02	General Construction	11,648	3,299	28.3%
066A-02	Painting and Wallpapering	3,115	863	27.7%
067A-02	Plumbing	6,783	1,720	25.4%
068B-02	Construction Equipment Operation	8,360	1,800	21.5%
Machine Operation and General Manufacturing				
069B-13	Metal and Plastic Machine Work	30,188	3,959	13.1%
070C-02	Home Furnishings	0	0	NA
071B-03	Printing	2,009	272	13.5%
072B-03	Printing Press Operators	2,471	325	13.2%
079B-13	Clothing Production	14,140	2,800	19.8%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Machine Operation and General Manufacturing (cont)				
080B-13	Upholstering	977	220	22.5%
081B-13	Leather Work, Shoemaking and Repair	85	23	26.7%
076B-13	Metal Fabrication	5,589	930	16.6%
084C-13	General Machine Operators	27,999	4,265	15.2%
085C-13	General Production Work	59,027	10,512	17.8%
231B-06	Baking	2,330	605	26.0%
Skilled Manufacturing				
074A-13	Welding and Soldering	7,584	1,089	14.4%
075B-13	Tool and Die Making	2,003	224	11.2%
077A-13	Optical Technology	312	48	15.3%
078B-13	Quality Control and Inspection	10,259	1,632	15.9%
082B-13	Woodworking	9,246	2,001	21.6%
086C-13	General Precision Production Work	0	0	NA
087A-08	Orthotics and Prosthetics	60	9	15.1%
143B-13	Dental Laboratory	555	81	14.7%
Hourly Worker Supervision				
083B-13	Line Supervision	33,734	6,136	18.2%
Transportation -- Licensed				
088B-16	Truck and Bus Driving	51,763	9,351	18.1%
092A-16	Airplane Piloting	455	63	13.7%
093A-16	Air Traffic Control	244	17	7.1%
094B-16	Water Transportation	598	110	18.4%
Transportation -- Helpers				
089C-16	General Transportation Work	4,497	1,119	24.9%
090C-16	General Transportation Programs	0	0	NA
091B-02	Diving	19	7	35.4%
242C-99	General Helpers, Laborers and Material Movers	72,859	16,335	22.4%

Clusters and Units of Analysis Codes Science and Math	Units of Analysis Titles	Employment	Separators	Separation Rate
095A-15	Biological Science	2,028	189	9.3%
096A-15	Medical Science	980	110	11.2%
097A-15	Physics and Astronomy	621	60	9.7%
098A-15	Atmospheric and Space Science	81	9	11.2%
099A-15	Chemistry	1,193	128	10.8%
100A-15	Earth Science	488	54	11.1%
101A-15	Chemical Technology	2,107	195	9.3%
102A-15	Science Technologies	708	66	9.3%
103A-15	Biological Technology	813	88	10.8%
104A-15	Nuclear and Radiologic Technology	121	11	8.7%
105A-15	Environmental Science	890	98	11.0%
106C-15	Physical Sciences	0	0	NA
107A-15	Mathematics	878	72	8.2%
108B-06	Actuarial Science	182	25	13.9%
Agriculture, Forestry and Fishing				
115B-01	Farming	8,135	2,265	27.8%
116B-09	Food Processing and Production	2,758	520	18.8%
117B-01	Agricultural Services and Supplies	3,169	957	30.2%
118B-01	Animal Breeding and Training	177	48	27.0%
120B-01	Agricultural and Food Sciences	433	48	11.1%
121B-01	Fishing	4	0	11.6%
122B-01	Forestry and Conservation	733	64	8.7%
123B-01	Timber	1,545	422	27.3%
Medical Professional				
124A-08	General Health Diagnosis and Treatment	2,485	308	12.4%
125A-08	Speech Pathology and Audiology	1,422	150	10.6%
126A-08	Dentistry	1,451	190	13.1%
128A-08	Medicine	7,036	891	12.7%
129A-08	Nursing	32,876	4,080	12.4%
130A-08	Optometry	347	47	13.6%
131A-08	Podiatry	119	15	12.8%
132A-08	Veterinary Medicine	635	99	15.5%
134A-08	Chiropractic	368	51	13.8%
147A-08	Respiratory Therapy	1,713	224	13.1%
149A-08	Occupational Therapy	1,231	172	14.0%
150A-08	Physical Therapy	2,194	309	14.1%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
151A-08	Recreational Therapy	314	52	16.5%
162A-08	Pharmacy	3,410	580	17.0%
191B-08	Medical Services Management	3,171	446	14.1%
Medical -- Technical				
135A-08	Dental Hygiene	2,380	322	13.5%
136A-08	Cardiology Technology	628	76	12.1%
137A-08	Medical Laboratory Technology	4,264	529	12.4%
138A-08	Veterinary Assisting and Technology	1,784	278	15.6%
139A-08	Emergency Medical Technology	2,791	322	11.5%
140A-08	Nuclear Medical Technology	266	36	13.3%
141A-08	Medical Radiologic Technology	2,896	374	12.9%
142A-08	Surgical Technology	907	113	12.5%
144A-08	Diagnostic Medical Sonography	642	81	12.6%
158A-08	Licensed Practical Nursing	10,090	1,914	19.0%
159A-09	Athletic Training	182	24	13.4%
163B-08	Optical Dispensing	855	130	15.2%
203A-04	Medical Office and Secretarial	5,606	745	13.3%
204A-08	Medical Records	2,287	319	14.0%
200A-08	Medical Transcription	1,299	211	16.2%
230A-08	Dietetics/Nutrition	990	152	15.3%
Medical -- Support				
127A-08	Physician Assisting	910	120	13.2%
133C-99	General Medical and Health Work	4,561	502	11.0%
145A-08	Occupational Therapy Assisting	402	63	15.7%
146A-08	Physical Therapy Assisting	1,461	212	14.5%
148A-08	General Therapy Work	123	16	13.0%
152B-08	Psychiatric Assisting	1,578	204	13.0%
153B-08	Nurse Assisting	19,860	3,967	20.0%
154B-08	Home Health Assisting	9,261	1,774	19.2%
155B-05	Community Health Work	623	80	12.8%
156B-08	Dental Assisting	3,975	528	13.3%
157B-08	Medical Assisting	5,613	762	13.6%
160A-08	General Health Services	0	0	NA
161A-08	Pharmacy Support	4,699	827	17.6%
164A-08	Massage	444	88	19.9%
165B-10	Social Service Assisting	5,587	785	14.1%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Social and Government Services				
111A-16	Urban and Regional Planning	387	30	7.7%
113B-05	Social Science	1,456	122	8.4%
114C-05	Area Studies	102	6	6.3%
166A-10	Counseling	7,369	996	13.5%
167A-10	Psychology	1,777	167	9.4%
168A-10	Social Work	7,522	944	12.6%
170B-10	Religious Education	107	18	16.5%
171B-10	Religion	412	63	15.2%
172C-05	Philosophy and Religion	237	15	6.4%
175A-05	Education Administration	4,979	378	7.6%
176A-05	Special Education	5,869	387	6.6%
177A-05	Elementary Education	19,267	1,277	6.6%
178A-05	Preschool Education	6,281	841	13.4%
179B-05	Instructional Design	1,398	109	7.8%
180B-05	Teaching Assisting	16,642	1,284	7.7%
181B-05	Adult and Continuing Education	2,496	250	10.0%
182B-05	Secondary and Vocational Education	35,955	2,400	6.7%
184C-05	Education	662	42	6.3%
185A-05	Library Science	1,825	128	7.0%
186A-02	Archival Science	249	28	11.1%
190B-07	Public Administration	586	33	5.7%
188B-05	Library Assistance	2,520	173	6.9%
234B-12	Law Enforcement	14,468	1,086	7.5%
236B-12	Fire Safety	3,293	191	5.8%
237C-05	Multi and Inter-disciplinary Studies and Related Work	0	0	NA
239C-05	Foreign Languages and Literatures	309	19	6.3%
240C-05	Liberal Arts and Humanities	760	48	6.3%
061B-01	Water and Waste Treatment	1,309	87	6.6%
Professional and Technical Business Services				
109B-04	Quantitative Business Analysis	598	71	11.9%
110B-11	Computer Systems	27,450	4,135	15.1%
112A-06	Economic and Market Research	2,972	444	14.9%
173A-12	Legal Services	7,609	1,028	13.5%
174A-12	Legal Assisting	3,887	525	13.5%
183C-99	General Professional Work	2,897	713	24.6%
197A-04	Accounting and Financial Management	30,917	4,312	13.9%
199A-12	Court Reporting	188	55	29.4%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Professional and Technical Business Services (cont)				
202A-04	Legal Secretary	3,463	542	15.7%
211B-04	Marketing, Advertising and Public Relations	9,675	1,676	17.3%
215B-04	Purchasing	5,946	915	15.4%
216B-06	Insurance	10,273	1,316	12.8%
238A-04	Interpreter and Translator	344	36	10.6%
187B-03	Communications, Journalism and Broadcasting	3,699	529	14.3%
209B-06	Banking Support Services	21,139	3,010	14.2%
235B-12	Security Services	13,217	5,186	39.2%
Management				
192B-04	Business Management and Administration	42,150	7,596	18.0%
193B-04	Human Resources Management	9,867	1,920	19.5%
194C-04	General Management and Management Support Work	26,943	3,878	14.4%
195B-04	Construction Management	1,355	378	27.9%
196B-04	Entertainment Management	99	23	23.1%
Office				
201A-04	Secretarial	40,944	6,850	16.7%
205B-04	Clerical and Administrative Supervision	18,452	3,187	17.3%
206B-04	Bookkeeping	36,118	6,664	18.5%
207B-04	Office and Clerical Work	119,900	22,031	18.4%
208B-04	Data Entry	3,581	856	23.9%
210C-04	General Clerical and Administrative Work	13,256	2,196	16.6%
073B-03	Desktop Publishing Equipment Operation	274	41	15.1%
Personal Services				
217A-14	Barbering and Cosmetology	4,908	1,058	21.6%
218B-14	Funeral Services	377	81	21.5%
219B-99	General Consumer and Personal Services	4,459	830	18.6%
220B-05	Family and Consumer Sciences	209	15	7.1%

Clusters and Units of Analysis Codes	Units of Analysis Titles	Employment	Separators	Separation Rate
Personal Services (cont)				
221B-10	Child Care	6,554	1,090	16.6%
222B-10	Home Assisting	3,752	683	18.2%
119B-01	Garden and Landscaping Services	12,747	4,939	38.7%
169B-09	Recreation and Fitness	7,413	1,135	15.3%
241C-99	General Service Work	8,751	2,015	23.0%
Lodging, Food Service and Hospitality				
189B-09	Food Service and Lodging Management	2,891	1,221	42.2%
223B-09	Hospitality Services	1,642	622	37.9%
224B-09	Travel Services	2,073	922	44.5%
225B-16	Flight Attending	199	24	12.1%
226C-09	Housekeeping and Building Service Workers	39,169	11,840	30.2%
227B-09	Food Preparation and Service	94,576	38,178	40.4%
228B-09	Bartending	6,175	2,716	44.0%
229B-09	Wait Staff and Food Service	36,245	16,739	46.2%
232B-09	Chef	12,592	5,771	45.8%
233B-14	Meat cutting and Butchering	7,101	1,397	19.7%
Sales				
198B-06	Securities and Financial Instrument Sales	2,071	207	10.0%
212B-14	Modeling	12	1	6.5%
213A-14	Real Estate	4,752	836	17.6%
214B-14	Sales	226,235	56,159	24.8%

Appendix D

Regional Distribution of Employment, Separators and New Hires

This is the data derived from the Census Local Employment Dynamics program (<http://lehd.dsd.census.gov/led/index.html>) that was used throughout this labor supply analysis. Below is the regional distribution on three measures – employment, separations, and new hires. All the below data is from the 1st quarter of 2006.

Employment

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
119	Agriculture (all 3 digits combined)	13,077	553	1,852	1,670	627	714	1,304
211	Oil and Gas Extraction	579	0	0	125	0	0	0
212	Mining (not Oil and Gas)	6,624	277	529	2,272	806	567	32
213	Mining Support Activities	928	0	0	558	42	14	0
221	Utilities	19,032	845	2,405	399	2,431	1,082	393
236	Construction of Building Heavy and Civil Engineering	28,360	891	4,417	1,796	2,274	1,390	401
237	Construction	17,620	579	2,144	1,304	1,117	1,248	211
238	Specialty Trade Contractors	45,668	1,686	6,972	3,522	4,654	2,139	604
311	Food Manufacturing Beverage and Tobacco Product	31,776	1,280	12,162	1,242	1,021	2,547	1,123
312	Manufacturing	3,024	0	540	0	43	76	0
313	Textile Mills	11,675	0	3,029	0	436	3,141	0
314	Textile Product Mills	10,865	356	3,893	32	119	615	0
315	Apparel Manufacturing Leather and Allied Product	13,905	477	4,617	339	12	752	0
316	Manufacturing	121	0	89	0	0	0	0

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
321	Wood Product Manufacturing	21,055	5,652	1,752	2,512	1,262	1,341	1,256
322	Paper Manufacturing	13,230	939	2,776	598	37	729	2,623
	Printing and Related Support							
323	Activities	5,932	118	720	152	733	371	29
	Petroleum and Coal Products							
324	Manufacturing	2,028	99	30	906	0	11	0
325	Chemical Manufacturing	9,312	411	2,589	277	395	394	0
	Plastics and Rubber Products							
326	Manufacturing	14,318	1,265	2,281	1,636	464	1,867	0
	Nonmetallic Mineral Product							
327	Manufacturing	9,064	335	1,340	675	1,471	527	252
331	Primary Metal Manufacturing	19,090	1,221	2,505	610	854	2,507	251
	Fabricated Metal Product							
332	Manufacturing	28,934	1,560	7,218	2,440	2,528	3,134	294
333	Machinery Manufacturing	13,812	1,689	3,559	1,112	988	474	896
	Computer and Electronic Product							
334	Manufacturing	16,153	46	12,058	481	196	311	0
	Electrical Equipment, Appliance,							
335	and Component Manufacturing	6,702	304	2,532	0	97	502	0
	Transportation Equipment							
336	Manufacturing	52,339	1,556	14,505	7,363	793	8,475	298
	Furniture and Related Product							
337	Manufacturing	15,972	1,822	2,030	550	579	3,645	121
339	Miscellaneous Manufacturing	7,587	208	1,894	396	399	498	0
	Merchant Wholesalers, Durable							
423	Goods	41,692	1,619	6,432	1,184	3,817	2,598	246
	Merchant Wholesalers, Nondurable							
424	Goods	26,095	1,521	3,919	737	2,148	1,758	344
	Wholesale Electronic Markets and							
425	Agents and Brokers	11,558	392	2,075	654	1,318	592	237
441	Motor Vehicle and Parts Dealers	32,055	1,131	5,807	1,728	1,846	2,264	471
	Furniture and Home Furnishings							
442	Stores	9,571	224	1,471	445	558	408	69
443	Electronics and Appliance Stores	5,763	317	1,104	206	525	285	68

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
444	Building and Garden Supply Stores	19,354	925	4,081	846	1,883	1,130	247
445	Food and Beverage Stores	33,541	1,468	4,890	1,575	2,378	2,246	778
446	Home and Personal Care Stores	14,558	638	2,498	807	1,009	1,040	330
447	Gasoline Stations	17,660	982	2,664	1,262	1,139	1,309	723
448	Clothing and Clothing Accessories Stores	19,746	845	3,575	789	538	1,013	251
451	Sporting Goods, Hobby, Book and Music Stores	8,738	423	1,821	453	379	354	44
452	General Merchandise Stores	64,214	3,170	13,116	2,999	5,535	5,370	1,157
453	Miscellaneous Store Retailers	11,758	366	2,069	958	932	556	90
454	Non-store Retailers	3,962	199	502	161	163	422	77
481	Air Transportation	1,019	0	221	98	4	0	0
482	Rail Transportation	0	0	0	0	0	0	0
483	Water Transportation	477	0	0	0	0	0	0
484	Truck Transportation	29,248	774	5,169	1,683	1,239	1,965	521
485	Transit and Ground Passenger Transportation	5,473	171	666	299	325	327	103
486	Pipeline Transportation	626	0	0	33	98	38	34
487	Scenic and Sightseeing Transportation	38	0	0	0	0	0	0
488	Transportation Support Activities	7,107	189	946	169	133	137	169
491	Postal Service	18	0	0	0	0	0	0
492	Couriers and Messengers	5,086	104	694	202	10	335	0
493	Warehousing and Storage	7,455	22	1,970	458	106	393	47
511	Publishing Industries (except Internet)	6,975	268	885	530	373	471	120
512	Motion Picture and Sound Recording Industries	1,961	64	519	82	196	135	0
515	Broadcasting (except Internet)	4,857	219	816	179	163	188	47
516	Internet Publishing and Broadcasting	152	0	76	8	0	0	0
517	Telecommunications	14,878	220	2,135	200	1,635	928	129
518	Internet Service Providers, Web	1,665	28	170	93	296	37	0

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
	Search Portals, and Data Processing Service							
519	Other Information Services	862	31	179	81	43	37	10
	Monetary Authorities -- Central Banks							
521	Banks	0	0	0	0	0	0	0
	Credit Intermediation and Related Activities							
522	Activities	45,341	1,771	5,842	1,880	1,913	1,948	592
	Securities, Commodity Contracts, and Other Financial Investments and Related Activities							
523	Insurance Carriers and Related Activities	3,845	58	430	75	400	91	5
	Funds, Trusts, and Other Financial Vehicles							
524	Real Estate	25,174	592	1,728	597	5,414	722	146
525	Rental and Leasing Services	191	0	6	4	0	0	0
531	Lessors of Non-financial Intangible Assets (except Copyrighted Works)	16,514	418	2,419	1,180	768	762	200
532	Professional, Scientific, and Technical Services	9,972	343	1,630	324	686	536	107
533	Management of Companies and Enterprises	136	0	0	0	61	0	0
	Administrative and Support Services							
541	Waste Management and Remediation Services	93,632	1,778	32,262	3,032	6,079	3,565	384
551	Educational Services	14,205	192	1,224	361	2,612	388	218
561	Ambulatory Health Care Services	104,966	5,609	21,009	4,652	6,315	6,602	989
562	Hospitals	3,623	90	512	156	317	299	68
611	Nursing and Residential Care Facilities	157,526	6,527	26,643	11,400	9,865	12,962	4,406
621	Social Assistance	75,206	3,197	12,336	3,665	4,407	5,413	1,470
622	Performing Arts, Spectator Sports, and Related Industries	77,278	3,082	11,849	5,747	2,035	5,600	1,201
623		41,564	2,368	6,540	2,324	2,524	4,259	1,418
624		24,415	923	3,671	1,487	1,351	2,116	589
711		3,760	14	558	406	67	128	0

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
712	Museums, Historical Sites, and Similar Institutions	1,335	22	419	57	0	93	15
713	Amusement, Gambling, and Recreation Industries	11,507	357	1,699	802	834	677	131
721	Accommodations	13,927	552	2,262	605	600	598	234
722	Food Services and Drinking Places	132,376	5,782	24,722	7,198	8,898	10,089	1,686
811	Repair and Maintenance Services	18,867	788	3,829	792	1,776	1,344	269
812	Personal and Laundry Services	15,227	681	2,393	998	808	768	343
813	Religious, Grant making, Civic, Professional, and Similar Organizations	9,537	274	911	439	665	436	142
999	Public Administration	90,528	3,473	11,834	4,476	4,632	5,845	2,388
Total		1,837,596	79,370	347,636	104,543	116,194	130,648	33,401

Employment Continued

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
119	Agriculture (all 3 digits combined)	933	893	2,107	1,589	149	695
211	Oil and Gas Extraction	0	0	62	0	0	363
212	Mining (not Oil and Gas)	185	147	94	111	1,585	18
213	Mining Support Activities	0	0	98	15	38	153
221	Utilities	1,161	618	1,224	1,512	5,534	1,427
236	Construction of Building Heavy and Civil Engineering	2,017	1,430	1,981	1,646	7,080	3,038
237	Construction	1,695	1,003	1,243	1,769	3,064	2,241
238	Specialty Trade Contractors	3,951	1,429	2,397	2,082	9,947	6,286
311	Food Manufacturing	1,852	1,031	553	5,233	2,441	1,290
312	Beverage and Tobacco Product	378	0	12	0	1,003	383

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Manufacturing						
313	Textile Mills	847	1,068	221	2,930	0	0
314	Textile Product Mills	175	3,141	631	1,085	116	69
315	Apparel Manufacturing	231	3,847	1,218	881	185	82
	Leather and Allied Product						
316	Manufacturing	0	0	0	0	0	0
321	Wood Product Manufacturing	1,084	704	2,697	1,266	208	1,319
322	Paper Manufacturing	850	1,353	2,030	86	345	863
	Printing and Related Support						
323	Activities	677	246	195	131	2,245	315
	Petroleum and Coal Products						
324	Manufacturing	0	0	0	0	590	234
325	Chemical Manufacturing	462	389	1,229	171	567	2,394
	Plastics and Rubber Products						
326	Manufacturing	1,334	1,810	236	1,809	1,299	295
	Nonmetallic Mineral Product						
327	Manufacturing	384	1,278	668	387	1,139	610
331	Primary Metal Manufacturing	565	299	0	518	8,699	597
	Fabricated Metal Product						
332	Manufacturing	2,163	733	889	2,183	4,537	1,254
333	Machinery Manufacturing	516	1,763	482	270	1,364	698
	Computer and Electronic Product						
334	Manufacturing	982	0	43	1,076	248	630
	Electrical Equipment, Appliance,						
335	and Component Manufacturing	1,610	0	0	768	621	135
	Transportation Equipment						
336	Manufacturing	7,503	1,196	790	5,255	2,072	2,534
	Furniture and Related Product						
337	Manufacturing	694	2,223	2,327	414	1,219	348
339	Miscellaneous Manufacturing	802	236	651	962	1,335	203
	Merchant Wholesalers, Durable						
423	Goods	3,186	791	1,883	2,384	12,475	5,076
	Merchant Wholesalers, Nondurable						
424	Goods	2,456	955	863	2,122	6,896	2,374

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
425	Wholesale Electronic Markets and Agents and Brokers	652	359	384	991	2,670	1,233
441	Motor Vehicle and Parts Dealers	2,439	1,190	1,818	2,535	7,316	3,509
	Furniture and Home Furnishings						
442	Stores	717	301	787	607	1,650	2,336
443	Electronics and Appliance Stores	545	145	255	261	1,311	741
444	Building and Garden Supply Stores	1,574	813	1,277	1,654	2,842	2,071
445	Food and Beverage Stores	3,801	1,774	1,480	1,860	9,162	2,129
446	Home and Personal Care Stores	1,247	579	763	884	3,320	1,444
447	Gasoline Stations	1,690	1,320	1,432	1,719	1,756	1,665
	Clothing and Clothing Accessories						
448	Stores	1,714	658	1,716	983	5,785	1,879
	Sporting Goods, Hobby, Book and						
451	Music Stores	635	381	359	337	2,700	851
452	General Merchandise Stores	5,404	3,233	2,795	4,258	11,356	5,820
453	Miscellaneous Store Retailers	1,107	520	782	813	2,691	1,272
454	Non-store Retailers	196	142	132	454	897	617
481	Air Transportation	253	0	0	55	256	102
482	Rail Transportation	0	0	0	0	0	0
483	Water Transportation	0	0	0	0	0	284
484	Truck Transportation	1,868	1,112	2,573	4,248	5,406	2,690
	Transit and Ground Passenger						
485	Transportation	759	512	232	357	1,129	592
486	Pipeline Transportation	0	0	0	0	0	163
	Scenic and Sightseeing						
487	Transportation	0	0	25	0	0	7
488	Transportation Support Activities	449	97	239	520	850	3,209
491	Postal Service	0	0	0	0	0	0
492	Couriers and Messengers	917	108	150	192	1,840	532
493	Warehousing and Storage	1,173	987	88	670	859	682
	Publishing Industries (except						
511	Internet)	846	216	255	357	2,013	631
512	Motion Picture and Sound	149	58	111	134	322	187

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Recording Industries						
515	Broadcasting (except Internet)	622	89	99	364	1,153	920
	Internet Publishing and						
516	Broadcasting	0	0	0	0	14	0
517	Telecommunications	619	357	574	692	6,634	755
	Internet Service Providers, Web						
	Search Portals, and Data						
518	Processing Service	135	124	27	91	381	291
519	Other Information Services	83	38	48	49	88	175
	Monetary Authorities -- Central						
521	Banks	0	0	0	0	0	0
	Credit Intermediation and Related						
522	Activities	5,335	1,429	1,749	2,039	16,857	3,966
	Securities, Commodity Contracts,						
	and Other Financial Investments						
523	and Related Activities	384	46	132	109	1,777	338
	Insurance Carriers and Related						
524	Activities	2,677	488	652	622	9,254	2,282
	Funds, Trusts, and Other Financial						
525	Vehicles	78	0	7	0	76	3
531	Real Estate	1,615	864	1,787	835	3,705	1,961
532	Rental and Leasing Services	757	341	405	1,041	2,078	1,724
	Lessors of Nonfinancial Intangible						
533	Assets (except Copyrighted Works)	0	0	4	0	38	6
	Professional, Scientific, and						
541	Technical Services	7,599	1,815	2,447	3,585	22,101	8,986
	Management of Companies and						
551	Enterprises	791	408	321	1,205	6,126	359
	Administrative and Support						
561	Services	10,445	4,728	2,468	4,261	25,478	12,417
	Waste Management and						
562	Remediation Services	227	198	376	125	694	561
611	Educational Services	13,137	11,816	8,378	10,931	25,176	16,274
621	Ambulatory Health Care Services	7,037	2,791	3,312	5,171	18,695	7,711

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
622	Hospitals	4,524	3,403	3,460	6,351	24,195	5,883
	Nursing and Residential Care						
623	Facilities	4,196	2,594	2,386	3,463	6,336	3,156
624	Social Assistance	2,960	1,257	853	1,719	4,972	2,517
	Performing Arts, Spectator Sports, and Related Industries						
711		247	1,106	19	15	900	298
	Museums, Historical Sites, and Similar Institutions						
712		143	0	19	41	340	178
	Amusement, Gambling, and Recreation Industries						
713		1,502	675	1,119	719	2,175	817
721	Accommodations	1,496	1,006	1,195	865	2,896	1,527
722	Food Services and Drinking Places	13,119	7,611	7,114	8,733	24,716	12,658
811	Repair and Maintenance Services	1,277	694	922	1,105	3,976	2,095
812	Personal and Laundry Services	1,790	629	684	999	3,454	1,680
	Religious, Grant making, Civic, Professional, and Similar						
813	Organizations	1,857	181	456	313	2,357	1,507
999	Public Administration	20,971	4,772	5,511	6,037	14,498	6,091
	Total	172,451	92,548	91,001	124,024	374,272	167,706

Separations

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
119	Agriculture (all 3 digits combined)	3,860	109	410	794	181	265	444
211	Oil and Gas Extraction	39	0	0	3	0	0	0
212	Mining (not Oil and Gas)	692	52	80	117	146	29	3
213	Mining Support Activities	328	0	0	165	6	0	0
221	Utilities	1,025	42	147	27	136	43	16
236	Construction of Building Heavy and Civil Engineering	8,787	292	1,227	759	474	436	81
237	Construction	4,728	185	514	347	310	262	47
238	Specialty Trade Contractors	13,883	470	1,823	1,398	1,163	624	259
311	Food Manufacturing	5,506	238	1,963	246	195	331	309
	Beverage and Tobacco Product							
312	Manufacturing	282	0	66	0	6	9	0
313	Textile Mills	2,076	0	1,129	0	52	313	0
314	Textile Product Mills	1,192	49	339	10	24	72	0
315	Apparel Manufacturing	3,143	119	1,076	91	4	91	0
	Leather and Allied Product							
316	Manufacturing	36	0	24	0	0	0	0
321	Wood Product Manufacturing	4,166	1,484	304	376	218	162	297
322	Paper Manufacturing	807	26	262	58	8	63	111
	Printing and Related Support							
323	Activities	644	17	93	19	62	31	0
	Petroleum and Coal Products							
324	Manufacturing	107	4	0	42	0	0	0
325	Chemical Manufacturing	617	25	154	19	13	32	0
	Plastics and Rubber Products							
326	Manufacturing	2,002	164	314	93	88	134	0
327	Nonmetallic Mineral Product	1,051	45	123	55	280	63	19

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
	Manufacturing							
331	Primary Metal Manufacturing	1,507	84	170	61	96	201	78
	Fabricated Metal Product							
332	Manufacturing	4,212	177	803	368	447	470	34
333	Machinery Manufacturing	1,380	185	345	56	105	60	43
	Computer and Electronic Product							
334	Manufacturing	2,522	15	2,168	10	10	56	0
	Electrical Equipment, Appliance,							
335	and Component Manufacturing	837	273	148	0	9	74	0
	Transportation Equipment							
336	Manufacturing	5,020	266	1,555	397	81	429	63
	Furniture and Related Product							
337	Manufacturing	3,782	836	258	314	134	435	135
339	Miscellaneous Manufacturing	1,149	23	250	39	61	244	0
	Merchant Wholesalers, Durable							
423	Goods	4,621	185	717	171	435	306	56
	Merchant Wholesalers, Nondurable							
424	Goods	3,709	275	704	135	289	280	40
	Wholesale Electronic Markets and							
425	Agents and Brokers	1,646	44	264	83	296	76	41
441	Motor Vehicle and Parts Dealers	5,805	199	981	347	479	371	68
	Furniture and Home Furnishings							
442	Stores	2,466	49	311	78	125	98	5
443	Electronics and Appliance Stores	1,244	61	244	41	115	61	12
444	Building and Garden Supply Stores	3,231	146	636	122	331	202	29
445	Food and Beverage Stores	9,094	631	1,347	418	635	738	241
446	Home and Personal Care Stores	2,501	84	427	143	180	164	42
447	Gasoline Stations	7,590	432	1,058	622	562	641	250
	Clothing and Clothing Accessories							
448	Stores	7,304	196	1,292	305	198	327	84
	Sporting Goods, Hobby, Book and							
451	Music Stores	2,559	114	413	159	119	108	11
452	General Merchandise Stores	15,564	1,902	2,453	627	1,007	931	222
453	Miscellaneous Store Retailers	3,217	81	471	163	287	108	15

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
454	Non-store Retailers	597	22	61	26	24	37	12
481	Air Transportation	123	0	25	6	0	0	0
482	Rail Transportation	0	0	0	0	0	0	0
483	Water Transportation	109	0	0	0	0	0	0
484	Truck Transportation	5,964	253	999	421	377	277	96
485	Transit and Ground Passenger Transportation	580	8	54	23	91	25	7
486	Pipeline Transportation	47	0	0	0	4	15	0
487	Scenic and Sightseeing Transportation	3	0	0	0	0	0	0
488	Transportation Support Activities	1,186	27	131	31	34	33	18
491	Postal Service	3	0	0	0	0	0	0
492	Couriers and Messengers	679	5	121	43	0	34	0
493	Warehousing and Storage	1,208	14	285	49	24	66	4
511	Publishing Industries (except Internet)	907	29	80	107	78	44	54
512	Motion Picture and Sound Recording Industries	738	33	207	34	60	69	0
515	Broadcasting (except Internet)	558	26	70	18	5	33	7
516	Internet Publishing and Broadcasting	29	0	7	0	0	0	0
517	Telecommunications	1,913	41	283	23	153	153	9
518	Internet Service Providers, Web Search Portals, and Data Processing Service	250	0	27	12	30	3	0
519	Other Information Services	95	4	14	8	0	3	5
521	Monetary Authorities -- Central Banks	0	0	0	0	0	0	0
522	Credit Intermediation and Related Activities	4,336	126	662	187	297	181	61
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	343	4	48	6	51	6	0
524	Insurance Carriers and Related	3,087	71	201	60	531	91	17

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
	Activities							
525	Funds, Trusts, and Other Financial Vehicles	17	0	0	0	0	0	0
531	Real Estate	2,775	41	361	139	118	132	40
532	Rental and Leasing Services	2,290	82	385	77	161	137	39
533	Lessors of Non-financial Intangible Assets (except Copyrighted Works)	10	0	0	0	0	0	0
541	Professional, Scientific, and Technical Services	14,783	467	3,487	581	900	727	92
551	Management of Companies and Enterprises	2,125	39	206	55	313	102	20
561	Administrative and Support Services	56,639	2,431	10,433	2,551	2,525	4,117	425
562	Waste Management and Remediation Services	916	21	89	48	78	128	0
611	Educational Services	9,915	697	1,335	619	479	1,163	194
621	Ambulatory Health Care Services	9,925	377	1,555	526	680	864	189
622	Hospitals	9,027	162	1,020	258	959	575	72
623	Nursing and Residential Care Facilities	9,758	527	1,646	391	720	905	139
624	Social Assistance	4,893	131	734	363	296	447	94
711	Performing Arts, Spectator Sports, and Related Industries	918	0	135	47	43	20	0
712	Museums, Historical Sites, and Similar Institutions	194	0	74	12	0	6	0
713	Amusement, Gambling, and Recreation Industries	2,825	90	429	157	272	191	43
721	Accommodations	5,345	154	934	228	273	348	82
722	Food Services and Drinking Places	62,863	2,999	11,360	3,448	4,764	5,510	708
811	Repair and Maintenance Services	4,662	177	915	279	437	284	65
812	Personal and Laundry Services	3,267	112	454	225	186	147	60
813	Religious, Grant making, Civic, Professional, and Similar Organizations	1,676	52	157	127	84	80	31

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
999	Public Administration	5,107	224	606	191	282	476	153
	Total	378,616	19,025	66,653	20,654	24,696	26,769	5,791

Separations Continued

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
119	Agriculture (all 3 digits combined)	219	282	516	460	36	142
211	Oil and Gas Extraction	0	0	3	0	0	33
212	Mining (not Oil and Gas)	12	12	34	16	190	0
213	Mining Support Activities	0	0	17	7	18	110
221	Utilities	49	33	90	84	290	56
236	Construction of Building Heavy and Civil Engineering	547	450	715	535	1,853	1,414
237	Construction	518	373	376	336	716	743
238	Specialty Trade Contractors	1,136	404	881	584	2,723	2,418
311	Food Manufacturing	349	97	121	1,004	228	424
	Beverage and Tobacco Product						
312	Manufacturing	49	0	9	0	71	27
313	Textile Mills	91	90	49	352	0	0
314	Textile Product Mills	44	282	29	109	19	5
315	Apparel Manufacturing	10	517	120	129	15	7
	Leather and Allied Product						
316	Manufacturing	0	0	0	0	0	0
321	Wood Product Manufacturing	221	78	444	249	46	277
322	Paper Manufacturing	71	37	73	7	48	42
	Printing and Related Support						
323	Activities	73	39	35	20	207	43
324	Petroleum and Coal Products	0	0	0	0	30	9

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Manufacturing						
325	Chemical Manufacturing	36	89	45	25	92	77
	Plastics and Rubber Products						
326	Manufacturing	178	120	75	502	249	73
	Nonmetallic Mineral Product						
327	Manufacturing	24	72	73	94	144	60
331	Primary Metal Manufacturing	56	60	0	95	513	18
	Fabricated Metal Product						
332	Manufacturing	254	247	224	346	536	307
333	Machinery Manufacturing	37	138	63	91	107	150
	Computer and Electronic Product						
334	Manufacturing	125	0	9	37	26	62
	Electrical Equipment, Appliance, and Component Manufacturing						
335	Transportation Equipment	57	0	0	154	68	32
336	Manufacturing	571	439	100	478	186	454
	Furniture and Related Product						
337	Manufacturing	168	524	599	72	244	64
339	Miscellaneous Manufacturing	65	39	65	149	181	34
	Merchant Wholesalers, Durable Goods						
423	Merchant Wholesalers, Nondurable Goods	422	104	274	302	1,015	632
424	Wholesale Electronic Markets and Agents and Brokers	83	77	42	121	325	195
441	Motor Vehicle and Parts Dealers	383	228	362	472	1,246	650
	Furniture and Home Furnishings Stores						
442	Electronics and Appliance Stores	181	73	192	150	346	857
443	Building and Garden Supply Stores	125	46	69	54	266	149
444	Food and Beverage Stores	235	214	239	273	462	342
445	Home and Personal Care Stores	845	462	538	585	1,937	717
446	Gasoline Stations	200	92	168	162	576	264
447	Clothing and Clothing Accessories	695	454	613	823	667	772
448		631	246	615	355	2,286	768

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Stores						
451	Sporting Goods, Hobby, Book and Music Stores	212	129	150	104	759	281
452	General Merchandise Stores	2,654	565	555	741	2,745	1,163
453	Miscellaneous Store Retailers	244	143	244	191	713	557
454	Non-store Retailers	28	18	19	118	113	119
481	Air Transportation	32	0	0	8	35	12
482	Rail Transportation	0	0	0	0	0	0
483	Water Transportation	0	0	0	0	0	86
484	Truck Transportation	357	237	642	866	902	543
485	Transit and Ground Passenger Transportation	46	38	37	27	138	96
486	Pipeline Transportation	0	0	0	0	0	22
487	Scenic and Sightseeing Transportation	0	0	3	0	0	0
488	Transportation Support Activities	121	25	67	123	139	437
491	Postal Service	0	0	0	0	0	0
492	Couriers and Messengers	102	8	15	28	251	70
493	Warehousing and Storage	191	89	8	107	104	266
511	Publishing Industries (except Internet)	155	42	31	58	184	46
512	Motion Picture and Sound Recording Industries	43	21	40	53	114	46
515	Broadcasting (except Internet)	49	18	14	54	98	164
516	Internet Publishing and Broadcasting	0	0	0	0	11	0
517	Telecommunications	80	48	346	101	515	158
518	Internet Service Providers, Web Search Portals, and Data Processing Service	27	20	4	8	69	50
519	Other Information Services	0	3	6	17	17	14
521	Monetary Authorities -- Central Banks	0	0	0	0	0	0

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
522	Credit Intermediation and Related Activities	433	129	139	182	1,500	441
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	21	5	24	13	130	31
524	Insurance Carriers and Related Activities	236	87	101	74	855	748
525	Funds, Trusts, and Other Financial Vehicles	4	0	0	0	9	0
531	Real Estate	273	139	350	127	662	402
532	Rental and Leasing Services	145	98	107	284	415	360
533	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	0	0	0	0	8	0
541	Professional, Scientific, and Technical Services	1,112	335	545	1,041	3,874	1,622
551	Management of Companies and Enterprises	115	36	69	138	961	73
561	Administrative and Support Services	6,506	2,619	1,184	2,120	14,376	7,366
562	Waste Management and Remediation Services	61	44	109	19	107	210
611	Educational Services	977	568	587	681	1,637	978
621	Ambulatory Health Care Services	974	350	532	623	2,248	1,008
622	Hospitals	399	196	832	675	3,371	480
623	Nursing and Residential Care Facilities	1,042	496	490	736	1,974	693
624	Social Assistance	590	250	207	465	861	455
711	Performing Arts, Spectator Sports, and Related Industries	63	301	4	0	181	120
712	Museums, Historical Sites, and Similar Institutions	10	0	4	6	29	52
713	Amusement, Gambling, and Recreation Industries	326	184	263	204	487	178
721	Accommodations	515	237	401	329	1,074	770

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
722	Food Services and Drinking Places	5,700	3,368	3,645	4,260	10,578	6,522
811	Repair and Maintenance Services	438	147	386	215	823	516
812	Personal and Laundry Services	374	162	189	228	696	432
	Religious, Grant making, Civic, Professional, and Similar						
813	Organizations	427	40	85	57	350	186
999	Public Administration	1,024	289	351	410	660	445
	Total	35,159	18,007	20,798	24,984	73,491	40,981

New Hires

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
119	Agriculture (all 3 digits combined)	3,407	87	395	619	135	294	308
211	Oil and Gas Extraction	23			8			
212	Mining (not Oil and Gas)	624	76	68	97	99	20	3
213	Mining Support Activities	344			164	5	6	
221	Utilities	647	28	90	20	84	38	13
236	Construction of Building Heavy and Civil Engineering	8,019	189	1,257	622	480	371	103
237	Construction	4,440	181	558	410	241	229	26
238	Specialty Trade Contractors	12,142	433	1,912	1,331	1,098	521	199
311	Food Manufacturing	6,108	282	3,037	154	168	283	238
312	Beverage and Tobacco Product Manufacturing	188		27		4		
313	Textile Mills	933		478		45	138	
314	Textile Product Mills	848	40	300	9	24	62	
315	Apparel Manufacturing Leather and Allied Product Manufacturing	1,608	112	913	120		70	
316	Wood Product Manufacturing	25		21				
321	Paper Manufacturing	3,919	1,432	320	376	237	139	281
322	Printing and Related Support Activities	705	28	213	55	36	54	107
323	Petroleum and Coal Products Manufacturing	502	18	61	14	42	33	5
324	Chemical Manufacturing	104		4	43		10	
325	Plastics and Rubber Products Manufacturing	559	10	144	10	15	33	
326	Nonmetallic Mineral Product	1,910	142	291	82	81	177	
327		1,128	50	139	82	229	68	24

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
	Manufacturing							
331	Primary Metal Manufacturing	1,390	53	171	43	106	256	5
	Fabricated Metal Product							
332	Manufacturing	4,371	277	1,051	434	426	426	18
333	Machinery Manufacturing	1,421	270	269	23	103	80	17
	Computer and Electronic Product							
334	Manufacturing	1,304	10	1,013	8	10	51	
	Electrical Equipment, Appliance,							
335	and Component Manufacturing	543	227	91		8	55	
	Transportation Equipment							
336	Manufacturing	4,500	329	914	367	79	382	126
	Furniture and Related Product							
337	Manufacturing	3,488	847	254	106	141	438	116
339	Miscellaneous Manufacturing	914	33	159	38	49	143	
	Merchant Wholesalers, Durable							
423	Goods	4,944	171	805	158	448	256	40
	Merchant Wholesalers, Nondurable							
424	Goods	3,384	199	542	137	257	227	41
	Wholesale Electronic Markets and							
425	Agents and Brokers	1,747	91	317	97	159	105	52
441	Motor Vehicle and Parts Dealers	5,845	231	1,084	345	445	403	76
	Furniture and Home Furnishings							
442	Stores	2,024	60	253	74	118	83	9
443	Electronics and Appliance Stores	754	28	158	41	63	37	13
444	Building and Garden Supply Stores	4,015	175	810	148	464	248	31
445	Food and Beverage Stores	7,703	385	1,182	355	635	626	227
446	Home and Personal Care Stores	2,223	66	434	113	152	149	45
447	Gasoline Stations	7,507	440	1,057	588	556	631	241
	Clothing and Clothing Accessories							
448	Stores	4,863	112	871	223	173	210	69
	Sporting Goods, Hobby, Book and							
451	Music Stores	1,769	66	302	106	81	70	40
452	General Merchandise Stores	9,553	1,432	1,382	368	543	551	135
453	Miscellaneous Store Retailers	2,668	84	406	159	278	90	4

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
454	Non-store Retailers	421	20	47	21	22	32	7
481	Air Transportation	126		27	4	2		
482	Rail Transportation	0						
483	Water Transportation	106						
484	Truck Transportation	5,498	212	948	316	360	321	86
	Transit and Ground Passenger							
485	Transportation	540	7	59	35	78	19	
486	Pipeline Transportation	33			5	3	12	
	Scenic and Sightseeing							
487	Transportation	5						
488	Transportation Support Activities	1,204	37	113	40	35	53	8
491	Postal Service	10						
492	Couriers and Messengers	548	4	94	32		26	
493	Warehousing and Storage	1,237	15	223	54	15	56	6
	Publishing Industries (except							
511	Internet)	778	22	61	111	59	33	59
	Motion Picture and Sound							
512	Recording Industries	713	26	253	27	42	60	
515	Broadcasting (except Internet)	428	14	81	19	7	27	5
	Internet Publishing and							
516	Broadcasting	54		22				
517	Telecommunications	1,739	45	210	16	123	165	4
	Internet Service Providers, Web							
	Search Portals, and Data							
518	Processing Service	291		19	18	25	11	
519	Other Information Services	79		15	8			8
	Monetary Authorities -- Central							
521	Banks	0						
	Credit Intermediation and Related							
522	Activities	4,119	142	635	173	288	168	43
	Securities, Commodity Contracts,							
	and Other Financial Investments							
523	and Related Activities	388	5	76	6	57	13	
524	Insurance Carriers and Related	2,335	65	194	88	279	67	18

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
	Activities							
	Funds, Trusts, and Other Financial							
525	Vehicles	24		4				
531	Real Estate	2,518	36	350	175	116	97	31
532	Rental and Leasing Services	2,430	82	404	95	206	135	59
	Lessors of Non-financial Intangible							
533	Assets (except Copyrighted Works)	11				4		
	Professional, Scientific, and							
541	Technical Services	15,424	450	3,754	678	1,051	689	69
	Management of Companies and							
551	Enterprises	1,949	33	165	50	280	51	19
	Administrative and Support							
561	Services	48,782	1,923	8,378	1,912	2,376	3,958	428
	Waste Management and							
562	Remediation Services	853	15	101	41	104	114	3
611	Educational Services	9,793	333	1,376	691	924	874	192
621	Ambulatory Health Care Services	9,484	320	1,477	541	757	809	206
622	Hospitals	5,619	135	656	283	159	483	71
	Nursing and Residential Care							
623	Facilities	7,720	401	1,442	377	576	715	158
624	Social Assistance	4,654	141	854	312	313	340	64
	Performing Arts, Spectator Sports,							
711	and Related Industries	870	4	127	51	49	22	
	Museums, Historical Sites, and							
712	Similar Institutions	404		250	10		6	
	Amusement, Gambling, and							
713	Recreation Industries	2,997	109	411	173	183	152	36
721	Accommodations	5,127	141	956	236	277	320	76
722	Food Services and Drinking Places	57,674	2,497	10,239	3,224	3,901	4,630	727
811	Repair and Maintenance Services	4,504	151	779	227	450	309	56
812	Personal and Laundry Services	3,354	73	485	217	264	145	65
	Religious, Grant making, Civic,							
	Professional, and Similar							
813	Organizations	1,698	38	147	94	85	91	15

NAICS 3 Code	Description	State	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6
999	Public Administration	4,398	157	554	192	280	393	153
	Total	336,052	16,347	59,739	18,699	22,067	23,459	5,284

New Hires Continued

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
119	Agriculture (all 3 digits combined)	243	293	531	308	42	152
211	Oil and Gas Extraction						13
212	Mining (not Oil and Gas)	13	9	37	24	178	
213	Mining Support Activities			52	7	9	95
221	Utilities	29	19	65	43	178	39
236	Construction of Building Heavy and Civil Engineering	508	388	706	590	1,727	1,078
237	Construction	539	291	412	292	550	711
238	Specialty Trade Contractors	899	367	843	486	2,143	1,909
311	Food Manufacturing	335	62	125	877	179	368
	Beverage and Tobacco Product						
312	Manufacturing	21		22		80	27
313	Textile Mills	41	47	8	176		
314	Textile Product Mills	25	80	20	60	11	6
315	Apparel Manufacturing	3	67	85	97	11	4
	Leather and Allied Product						
316	Manufacturing						
321	Wood Product Manufacturing	210	64	426	240	38	156
322	Paper Manufacturing	39	32	42	13	40	44
	Printing and Related Support						
323	Activities	64	30	28	16	158	33
324	Petroleum and Coal Products					15	12

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Manufacturing						
325	Chemical Manufacturing	48	88	21	28	80	73
	Plastics and Rubber Products						
326	Manufacturing	235	140	79	364	255	65
	Nonmetallic Mineral Product						
327	Manufacturing	40	76	85	99	148	88
331	Primary Metal Manufacturing	46	112		86	454	32
	Fabricated Metal Product						
332	Manufacturing	272	212	169	302	509	274
333	Machinery Manufacturing	29	135	77	94	148	177
	Computer and Electronic Product						
334	Manufacturing	82		11	37	19	58
	Electrical Equipment, Appliance,						
335	and Component Manufacturing	33			12	58	29
	Transportation Equipment						
336	Manufacturing	923	228	85	421	127	519
	Furniture and Related Product						
337	Manufacturing	136	450	636	76	212	77
339	Miscellaneous Manufacturing	80	41	40	113	189	29
	Merchant Wholesalers, Durable						
423	Goods	422	234	233	352	1,138	687
	Merchant Wholesalers, Nondurable						
424	Goods	286	79	126	372	770	346
	Wholesale Electronic Markets and						
425	Agents and Brokers	88	69	39	95	345	292
441	Motor Vehicle and Parts Dealers	376	224	388	466	1,122	694
	Furniture and Home Furnishings						
442	Stores	136	47	156	137	289	662
443	Electronics and Appliance Stores	68	23	59	51	140	73
444	Building and Garden Supply Stores	274	308	261	339	571	384
445	Food and Beverage Stores	786	390	506	523	1,425	663
446	Home and Personal Care Stores	198	72	157	134	451	250
447	Gasoline Stations	647	407	603	867	666	804
448	Clothing and Clothing Accessories	405	172	464	240	1,376	543

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
	Stores						
451	Sporting Goods, Hobby, Book and Music Stores	142	93	119	66	506	177
452	General Merchandise Stores	1,865	338	400	476	1,432	629
453	Miscellaneous Store Retailers	210	82	203	166	553	433
454	Non-store Retailers	17	10	17	96	75	56
481	Air Transportation	29			13	29	20
482	Rail Transportation						
483	Water Transportation						88
484	Truck Transportation	372	206	533	789	838	519
485	Transit and Ground Passenger Transportation	44	41	9	24	117	107
486	Pipeline Transportation						5
487	Scenic and Sightseeing Transportation			4			
488	Transportation Support Activities	106	30	72	101	171	438
491	Postal Service						
492	Couriers and Messengers	72	6	14	23	201	75
493	Warehousing and Storage	176	59	11	72	127	425
511	Publishing Industries (except Internet)	164	31	25	53	128	32
512	Motion Picture and Sound Recording Industries	46	25	23	32	109	66
515	Broadcasting (except Internet)	56	25	14	34	65	79
516	Internet Publishing and Broadcasting					10	
517	Telecommunications	68	56	430	84	370	167
	Internet Service Providers, Web Search Portals, and Data						
518	Processing Service	90	31	4	11	26	53
519	Other Information Services	4	5		20	12	3
521	Monetary Authorities -- Central Banks						

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
522	Credit Intermediation and Related Activities	382	145	139	224	1,280	499
523	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	25	4	27	14	123	38
524	Insurance Carriers and Related Activities	196	78	91	71	829	359
525	Funds, Trusts, and Other Financial Vehicles	7				10	
531	Real Estate	223	169	375	133	444	370
532	Rental and Leasing Services	161	98	104	241	445	401
533	Lessors of Non-financial Intangible Assets (except Copyrighted Works)						
541	Professional, Scientific, and Technical Services	1,107	406	684	911	4,076	1,556
551	Management of Companies and Enterprises	118	29	64	129	915	96
561	Administrative and Support Services	5,667	2,172	1,234	2,102	12,097	6,535
562	Waste Management and Remediation Services	45	32	65	22	80	232
611	Educational Services	916	629	436	601	1,740	1,080
621	Ambulatory Health Care Services	878	361	512	614	2,033	987
622	Hospitals	370	190	290	463	1,884	633
623	Nursing and Residential Care Facilities	840	378	328	549	1,290	666
624	Social Assistance	560	289	171	405	738	468
711	Performing Arts, Spectator Sports, and Related Industries	53	223	3	7	216	113
712	Museums, Historical Sites, and Similar Institutions	9		6	12	47	58
713	Amusement, Gambling, and Recreation Industries	323	249	416	202	525	216
721	Accommodations	512	234	368	328	990	689

NAICS 3 Code	Description	Region 7	Region 8	Region 9	Region 10	Jefferson	Mobile
722	Food Services and Drinking Places	5,602	3,357	3,780	4,353	9,022	6,341
811	Repair and Maintenance Services	406	161	403	246	806	510
812	Personal and Laundry Services	365	194	183	269	632	461
	Religious, Grant making, Civic, Professional, and Similar						
813	Organizations	414	42	126	93	362	191
999	Public Administration	921	258	298	348	522	311
	Total	32,140	15,992	19,578	22,834	61,726	37,648